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MANPOWER REQUIREMENTS REPORT FOR FY 1978



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DEPARTMENT OF DEFENSE
MARCH 1977

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20. ABSTRACT (Continue on reverse side if necessary and identify by block number) The report includes the Department of Defense manpower requests for active military, Selected Reserve, and civilian strengths incorporated in the President's Budget for FY 1978 as amended by the Carter Administration on February 22, 1977.		

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PART A - Defense Manpower Requirements

Part A presents a summary of the Department of Defense Manpower Program for the Fiscal Years 1978 and 1979. It describes each of the Defense Planning and Programming Categories (DPPC) and the essential elements of US defense policy from which manpower requirements are determined. It also summarizes manpower requirements for each DPPC.

- Chapter I - Introduction
- Chapter II - Summary of Defense Manpower Requirements
- Chapter III - Manpower and US National Security
- Chapter IV - Strategic Forces
- Chapter V - General Purpose Forces
- Chapter VI - Auxiliary Forces
- Chapter VII - Mission Support Forces
- Chapter VIII - Central Support Forces
- Chapter IX - Individuals

CHAPTER I

INTRODUCTION

The Secretary of Defense hereby submits to Congress the Defense Manpower Requirements Report for FY 1978 in compliance with Section 138(c)(3) of Title 10, United States Code.

This report should be read and used along with the following related Defense Department reports:

- The Report of former Secretary of Defense Donald Rumsfeld to The Congress on the FY 1978 Budget, FY 1979 Authorization Request and FY 1978-82 Defense Programs.
- The revised submittal by Secretary of Defense Harold Brown on February 22, 1977.
- The FY 1978 Military Manpower Training Report.

This chapter discusses the following general topics:

- Reporting requirement.
- Content and organization of the report.
- The new Base Structure Annex.
- Reserve manpower requirements.
- Manpower strengths.
- The time period included in each fiscal year.
- The Defense Planning and Programming Category (DPPC) language used throughout the report.

Reporting Requirement

Section 138(c)(3) of Title 10, United States Code states in part that:

"The Secretary of Defense shall submit to the Congress a written report, not later than February 15 of each fiscal year, recommending the annual active duty end strength level for each component of the armed forces for the next fiscal year and the annual civilian personnel end strength level for each component of the Department of Defense for the next fiscal year, and shall include in that report justification for the strength levels recommended and an explanation of the relationship between the personnel strength levels recommended for that fiscal year and the national security policies of the United States in effect at the time."

The law was amended by Public Law 94-361, The Defense Appropriation Authorization Act For FY 1977, as follows:

"Such report shall also identify, define, and group by mission and by region the types of military bases, installations, and facilities and shall provide an explanation and justification of the relationship between this base structure and the proposed military force structure together with a comprehensive identification of base operation support costs and an evaluation of possible alternatives to reduce such costs."

Senate Armed Services Committee Report 93-385 requested a report on reserve manpower at the same time and in the same format as the statutory report on active duty strengths. These two reports have been consolidated to explain more fully Total Force manpower programming for the Department.

Content and Organization of the Report

The report includes the Department of Defense manpower requests for active military, Selected Reserve, and civilian strengths incorporated in the President's Budget for FY 1978 as amended by the Carter Administration on February 22, 1977. To assist Congress in considering authorizing legislation for FY 1979, the report also includes strengths required by the Department of Defense for that fiscal year.

The report is organized into three major parts plus annexes which are submitted separately.

Part A. Defense Manpower Requirements (Chapters I through IX). Chapter I provides an introduction to the report. Chapter II summarizes the report. Chapter III is a brief overview of national security policy

and its relationship to the Defense manpower program. Chapters IV through IX describe manpower requirements for each major Planning and Programming Category across all military services. Major changes in manpower associated with each category are explained.

Part B. Manpower Requirements by Component (Chapters X through XIV). This part contains chapters for the Military Services and the Defense Agencies. This permits the reader to examine the manpower requirements of each Service and the Defense Agencies.

Part C. Special Analyses (Chapters XV through XVII). This part contains special analyses of three subjects related to the Defense manpower program. Chapter XV discusses the cost of manpower. Chapter XVI treats the subject of women in the military. Chapter XVII explains the structure of the Defense Planning and Programming Categories (DPPC) and the on-going efforts to improve them. These are included because of special interest by the Congress.

Base Structure Annex. The Department will submit a Base Structure Annex in compliance with the revised reporting requirement. This annex, which will be prepared by the Office of the Assistant Secretary of Defense (Installations and Logistics), will relate our FY 1978 base structure to the force structure for that period and provide estimates of base operating support costs. The Base Structure Annex will be provided to the Congress by separate transmittal.

Unit Annex. As requested by the Senate Armed Services Committee, a Unit Annex is provided which describes the planned allocation of manpower to specific units within the force. The Unit Annex will be provided to the Congress by a separate transmittal.

Reserve Components

In accordance with the Total Force Policy, this report presents in a single volume all Defense manpower requirements requiring annual Congressional authorization, including those for the Selected Reserve. It is essential that the manpower requirements of the Reserve Components be considered together with and on the same basis as requirements for active military and civilian manpower. To accomplish this we have converted reserve component average strengths to end FY strengths.

Reserve components manpower is divided into three categories: the Standby Reserve, the Retired Reserve, and the Ready Reserve. The Standby Reserve consists of members who have completed the active duty and/or Ready Reserve portions of their statutory six-year military obligation or those who choose to remain in the Standby Reserve. The Retired Reserve consists of former members of either the active components or the Ready Reserve who have retired and have transferred to the Retired Reserve. Members of the Standby and Retired Reserves do not generally participate in reserve training or readiness programs. They may be mobilized by authority of Congress.

The Ready Reserve is the major source of manpower augmentation for the active force. It comprises two elements: the Selected Reserve and the Individual Ready Reserve. The Selected Reserve comprises units organized, equipped, and trained to perform a wartime mission and selected individual augmentees. Members of the Selected Reserve train with their units throughout the year and participate annually in active duty for training. The Reserve Components manpower requested in this report is limited to that of the Selected Reserve, since it is authorized by Congress. The Individual Ready Reserve consists generally of personnel who have served recently in the active forces or Selected Reserve and have some period of obligated service remaining on their contract.

Manpower Strengths

The manpower figures used in this report reflect strengths as of the end of a fiscal year. This is the number of people expected to be on Departmental rolls or receiving drill pay at that time.

In the manpower authorization request (Chapter II) we show average strengths for the reserve components in addition to end fiscal year strengths. This complies with the Congressional decision in 1975 ^{1/} to continue authorizing reserve components manpower by average strength rather than by end fiscal year strength as is done for active military and civilian manpower.

Time Periods

In compliance with the 1974 Congressional Budget and Impoundment Control Act, the end of the fiscal year shifted in calendar year 1976, from June 30 to September 30 starting with the Transition Quarter, called FY 19TQ. The time periods used in this report are:

<u>Fiscal Year</u>	<u>End Date</u>	<u>Manpower Data</u>
FY 1976	Jun 30, 1976	Actual Strength
FY 19TQ	Sep 30, 1976	Actual Strength ^{2/}
FY 1977	Sep 30, 1977	Planned Strength re-
FY 1978	Sep 30, 1978	flected in President's FY 1978 Budget
FY 1979	Sep 30, 1979	Planned Strength

^{1/} House Report 94-413, July 26, 1975, pp. 60-61.

^{2/} The Services experienced military strength shortfalls at the end of the Transition Quarter. These shortfalls, which affect numerous DPPC, would show an apparent strength increase in those categories when comparisons are made between FY 19TQ and FY 1977 strengths. Therefore, a column reflecting the FY 19TQ Plan is shown in the Service chapters (X through XIII) as required to explain program changes from FY 19TQ to FY 1977.

The change in the end date of the fiscal year from June 30 to September 30, starting with FY 1977, causes a seasonal increase in the military and civilian manpower program. The large number of recruits who enter service during the summer months after graduating from high school can cause the number of students and trainees to rise in the fall, increasing the military strength required for September 30 over that required for June 30. The civilian authorizations for FY 1977 and subsequent fiscal years, which end on September 30, include more than 7,800 teachers and other personnel in overseas dependent schools and about 500 in Marine Corps dependent schools in CONUS, who did not appear in the FY 1976 and prior year civilian employment requests because they were off the rolls on June 30.

Defense Planning and Programming Categories

The language used throughout this report to describe and explain Defense manpower requirements is the Defense Planning and Programming Categories (DPPC).

The DPPC are based on the same program elements as are the ten Major Defense Programs. The Major Defense Programs aggregate, for each Program, all the resources which can be reasonably associated with the "output" of that program. For example, the Strategic Program includes not only the bomber squadrons but the base support personnel which sustain these units. The DPPC, on the other hand, aggregate activities performing similar functions. For example, base support is given separate visibility. Each approach has utility for management of resources; however, the DPPC system is particularly well suited for explaining how manpower resources are used. The relation between the DPPC system and the Major Defense Programs is explained in Chapter XVII, Manpower Data Structure. The DPPC are shown on the next page.

DEFENSE PLANNING AND PROGRAMMING CATEGORIES

- | | |
|---|--|
| <p>1. <u>Strategic Forces</u></p> <p>Strategic Offensive Forces
Strategic Defensive Forces
Strategic Control & Surveillance Forces</p> | <p>4. <u>Mission Support Forces</u></p> <p>Reserve Components Support
Base Operating Support
Force Support Training Command</p> |
| <p>2. <u>General Purpose Forces</u></p> <p>Land Forces
Tactical Air Forces
Naval Forces
Mobility Forces</p> | <p>5. <u>Central Support Forces</u></p> <p>Base Operating Support
Medical Support
Personnel Support
Individual Training Command
Logistics
Federal Agency Support</p> |
| <p>3. <u>Auxiliary Forces</u></p> <p>Intelligence
Centrally Managed Communications
Research & Development
Support to Other Nations
Geophysical Activities</p> | <p>6. <u>Individuals</u></p> <p>Transients
Patients, Prisoners, and
Holdees
Trainees & Students
Cadets</p> |

As requested in the Senate Armed Services Committee Report on the FY 1976 Authorization Bill, a major effort is underway to refine the DPPC structure. Objectives of the study are improved consistency across the Services in assigning manpower to DPPC and improved correlation between units and DPPC. Details of the study are in Chapter XVII.

Since the DPPC structure is based on the same program elements as the ten Major Defense Programs, changes in the categories are inevitable from year to year. Program elements are revised to meet the management needs of the Military Departments and functional managers on the OSD staff. We have attempted to minimize these changes pending completion of our on-going DPPC study effort. Despite this, some changes have occurred and these are documented in Chapter XVII.

CHAPTER II

SUMMARY OF DEFENSE MANPOWER REQUIREMENTS

This chapter presents the Department of Defense manpower request, provides an overview of manpower strength trends and explains the major strength changes which are contained in the manpower program presented in this report.

A. Manpower Request

As required by Section 138(c) of Title 10, United States Code, the Department of Defense submitted to the Congress proposed legislation prescribing for Fiscal Year 1978 the authorized end strengths for active duty military personnel, the authorized average strengths for the Selected Reserve of each reserve component and the authorized end strength for civilian personnel (direct and indirect hire). Proposed legislation for Fiscal Year 1979 was submitted separately. The strength requests are as follows:

Active Duty Military Personnel (End Strength in Thousands)

	<u>FY 1978</u>	<u>FY 1979</u>
Army	790.0	790.0
Navy	535.0	537.5
Marine Corps	192.0	194.6
Air Force	572.0	572.7
Total	<u>2,089.9</u>	<u>2,094.7</u>

Note: For comparison, the military strength for end of FY 1977 authorized by Public Law 94-361 is 2,092.6.

Detail may not add to totals due to rounding.

Selected Reserve Military Personnel (End Strength in Thousands)

	<u>FY 1978</u>	<u>FY 1979</u>
Army National Guard	390.0	400.0
Army Reserve	219.0	225.0
Naval Reserve	52.0	52.0
Marine Corps Reserve	33.1	34.4
Air National Guard	93.0	94.0
Air Force Reserve	52.1	51.8
DoD Total	<u>839.1</u>	<u>857.2</u>

Note: For comparison, the end FY 77 strength corresponding to the average strength authorized by Public Law 94-361 is 894.0.

Detail may not add to totals due to rounding.

As required by law, the following table reflects the Department of Defense manpower request for the Selected Reserve expressed in average strengths and, as further requested by House Report 93-1035, -10 May 1974, the appropriate wartime manning requirement has also been stated.

Selected Reserve Manpower
(Thousands)

	FY 78 Wartime Structure Strength 1/	Average Strength		
		FY 77 2/ Authorized	FY 78 Request	FY 79 Request
Army National Guard	431.3	390.0	382.0	394.9
Army Reserve	267.1	212.4	211.3	222.0
Naval Reserve	57.4	96.5	52.0	52.0
Marine Corps Reserve	37.2	33.5	32.4	33.5
Air National Guard	100.5	93.3	92.5	93.5
Air Force Reserve	56.6	52.0	51.1	51.6
DoD Total	950.0	877.7	821.3	847.5

Note: Detail may not add to totals due to rounding.

1/ Selected Reserve mobilization billets.

2/ Public Law 94-361.

The Department requests authorization for total DoD direct and indirect hire civilian employment, military functions, for end-FY 1978 and FY 1979 as follows:

Civilian Authorization Request 1/
Direct and Indirect Hires, Military Functions
End Fiscal Year Strength

	<u>FY 1978</u>	<u>FY 1979</u>
Total DoD	1,030,730	1,035,331

Note: For comparison, the civilian strength authorized for FY 77 by Public Law 94-361 is 1,031,000.

1/ Includes about 64,200 National Guard and Reserve technicians who are also members of the Selected Reserve.

Consistent with Section 501(c) of Public Law 94-361, the DoD Appropriations Authorization Act, 1977, the requested civilian authorization includes full-time, part-time, intermittent, permanent, and temporary employees; it excludes the following three categories of DoD civilian employees:

1. Special Student and Disadvantaged Youth Programs. Included are such employment categories as: Stay-in School Campaign, Temporary Summer Aid Program, Federal Junior Fellowship Program, and Worker-Trainee Opportunity Programs. Employment in these categories, based on past experience, will be about 8,200 in FY 1978 and 1979.

2. National Security Agency employees are excluded for reasons of security, in accordance with Public Law 86-36.

3. Civil Functions. This category includes employees performing civil functions administered by DoD, including Corps of Engineer Civil Works; Postal Construction Program; Cemeterial Activities; and the Wildlife Conservation Program. Civil functions employment at the end of FY 1978 and FY 1979 is planned to be 33,300. This does not include the civilians employed by the Panama Canal Zone Government or Company.

The FY 1977 Authorization Act established a single DoD civilian authorization rather than separate authorizations for each Component. The Department strongly recommends this single authorization be continued. For the information of the Congress, the total DoD civilian request for FY 1978 is shown in the following table by component, direct and indirect hire.

Composition of Civilian Authorization Request for FY 1978

	<u>Direct Hire</u>	<u>Indirect Hire</u>	<u>Total</u>
Army	318,537	59,463	378,000
Navy	306,465	11,035	317,500
Marine Corps 1/	(17,238)	(2,672)	(19,910)
Air Force	241,251	14,949	256,200
Defense Agencies	77,235	1,795	79,030
Total DoD	943,488	87,242	1,030,730

1/ Marine Corps civilians included in Department of Navy strengths.

B. Manpower Changes from President Carter's 22 February Budget Amendment

The preceding active and reserve military and civilian authorization requests are consistent with the budget submitted to Congress on January 17, 1977 as amended by President Carter on February 22, 1977. The following table displays the effect on manpower of President Carter's budget changes.

FY 1978 Budget Manpower Comparison
(Strengths in Thousands)

	<u>Ford Budget</u>	<u>Carter Budget</u>	<u>Net Change</u>
Army Active Military	790.0	790.0	*
Navy Active Military	536.0	535.0	- 1.0
Navy Selected Reserve	93.6	52.0	-41.6
Air Force Active Military	572.0	572.0	*
Defense Agency Civilians	79.4	79.0	- 0.4

* Fewer than 50 spaces.

The greatest change is the transfer of 41,600 Naval Reservists from the Selected Reserve to the Individual Ready Reserve. Because of this transfer, the Navy active military end strength also decreases approximately 900 billets. The balance of the changes for the Services and the Defense Agencies result from the termination of the Uniformed Services University of Health Sciences.

The Department has undertaken a comprehensive review of military and civilian manpower requirements, seeking efficiencies that can be translated into greater combat capability and readiness. Should we find a need for further changes to the FY 1978 budget, additional amendments will be proposed. However, the principal results of our current review are anticipated to be reflected in President Carter's defense budget for FY 1979.

C. Manpower Overview

Military and civilian manpower strength trends are shown in the following tables.

Defense Employment (End Strength in Thousands)

	<u>Actual</u>			<u>FY 78 Budget</u>		
	<u>FY 64</u>	<u>FY 68</u>	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>	<u>FY 79</u>
Active Military	2,687	3,547	2,083	2,088	2,089	2,095
Civilian <u>1/</u>	1,176	1,393	1,042	1,036	1,031	1,035
Total	3,863	4,940	3,124	3,124	3,120	3,130
Reserve Paid Drill	953	922	826	856	839	857

Note: Detail may not add to totals due to rounding.

1/ Direct and indirect hires.

1. Active military strengths. The table below shows the trend in active duty military strength by service.

Military Manpower - Active Duty
(End Strength in Thousands)

	Actual			FY 78 Budget		
	FY 64	FY 68	FY TQ	FY 77	FY 78	FY 79
Army	973	1,570	782	789	790	790
Navy	668	765	528	536	535	537
Marine Corps	190	307	190	192	192	195
Air Force	857	905	583	571	572	573
Total DoD	2,687	3,547	2,083	2,088 1/	2,089	2,095

Note: Detail may not add to totals due to rounding.

1/ Authorized by Congress, Public Law 94-361 for FY 77, 2,092,600.

The FY 1978 authorization request for active duty military personnel is 2,089,006. This request:

- Continues active military strength at a stable level of about 2.1 million.
- Is 598,000 lower than the actual strength in FY 1964, before the expansion for the Vietnam war.
- Is 3,600 below the strength authorized by Public Law 94-361 for the end of FY 1977.

The FY 1978 active military manpower program provides for improvements in the combat capabilities of the Military Services. These improvements are achieved by further economies in supporting functions as the Services continue to "fine-tune" their manpower programs. Details of the force improvements and support reductions are in Section D of this chapter.

The Department is taking steps to improve security at nuclear weapons storage sites by shortening the reaction time of security response forces. These forces stand by to reinforce on-site guards in case of an intrusion or an attempted intrusion into the storage site. The previous security response force requirement was two men available in five minutes, three more men in ten minutes, and ten more men within thirty minutes. The revised standard calls for a force of fifteen people to respond within five minutes. The Services are to begin increasing security at sites immediately, with full implementation of this standard by the end of FY 1978 when all resources become available. The FY 1978 request includes the following manpower to fulfill this requirement:

Nuclear Weapons
Security Increment

Army	2,319
Marine Corps	296
Air Force	4,438
Total DoD	7,053

Since nuclear weapons are deployed with both Strategic and General Purpose Forces and are stored at weapons activities included as part of Central Support Forces, and because each Service integrates security force manpower into its units differently, this additional manpower is spread throughout the DPPC. The figure cited includes the manpower serving in the response forces as well as manpower in the base operating support, training, and individuals categories.

Highlights of the active military manpower trends by Service are as follows:

Army

The Army's active military manpower program for FY 1978 provides:

- an increased level of manning for the three new divisions and the 194th Armor Brigade;
- activation of one Improved HAWK battalion and four CHAPARRAL batteries in CONUS and increased manning of air defense units in Europe;
- enhancement of anti-armor capabilities by organizing attack helicopter units in divisions and armored cavalry regiments in Europe, an attack helicopter battalion in the 101st Airborne Division (Air Assault) and three anti-tank missile companies in the 82d Airborne Division; and
- other miscellaneous improvements in force structure.

These increases are offset by reductions in support forces and in the Individuals account.

Navy

The Navy's total active fleet will decline from 470 to 462 ships in FY 1978. Increases in nuclear submarines and modern surface combatants are more than offset by reductions in obsolete and less capable ships. Major force structure changes are:

- carrier levels will remain constant at 13; the nuclear attack carrier EISENHOWER will replace the conventional carrier ROOSEVELT;
- five nuclear attack submarines will be added;
- 11 Spruance Class destroyers will be added while four World War II destroyers will be retired;
- active Navy tactical air squadrons will decrease from 91 to 86 as the 13th active air wing is inactivated.

The Navy's FY 1978 active military manpower program provides increased manning in Strategic Forces as a result of growth in the TRIDENT program. Naval Forces manpower increases to support the new, more capable ships are offset by decreases in Tactical Air Forces manpower. Shore support manpower requirements are reduced, including a reduction in training staffs and overhead. The Navy has programmed an increase in trainee and student billets in FY 1978 in order to overcome fleet manning problems of recent years. As the fleet increases in size, additional Navy active military manpower will be required and we will make those needs known to Congress at that time.

Marine Corps

Marine Corps military manpower is programmed at a level of 192,000 for FY 1978, the same as authorized by Congress for end-FY 1977. This strength will assure a minimum of disciplinary problems and attrition and provide adequate combat readiness. The manpower programs for FY 1977, FY 1978, and FY 1979 are based on our estimates of the ability of the Marine Corps to attract volunteers of the desired quality. The Marine Corps continues to make minor improvements in combat readiness in FY 1978 by increasing its armor and anti-armor capabilities. These improvements are offset by reductions in the Individuals accounts and by closing the Marine Barracks at Fort Meade.

Air Force

The Air Force active military strength has stabilized at about 572,000 for end FY 1978. Program increases from FY 1977 of 1,000 and from FY 1978 to FY 1979 of another 700 are based on improving combat readiness. For example, tactical fighter and reconnaissance crew ratios have been increased in FY 1977 to enable the Air Force to meet the high sustained sortie rates that would be needed in combat. Improvements in aircraft include the introduction of the E-3A, Airborne Warning and Control System (AWACS) in FY 1977 and the continued replacement of F-4 and A-7 aircraft with the newer F-15 and A-10. The first F-15 wing achieved combat ready status in FY 1977. The first A-10 wing will be combat ready in FY 1979. Improvements are also planned in Tactical Air Control Systems and security forces.

2. Selected Reserve Strengths. The table below shows the Selected Reserve strengths by Service.

Selected Reserve Manpower
(End Strength in Thousands)

	<u>Actual</u>	<u>FY 78 Budget</u>		
	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>	<u>FY 79</u>
Army National Guard	366.8	377.0	390.0	400.0
Army Reserve	191.9	205.0	219.0	225.0
Naval Reserve	97.5	96.5	52.0	52.0
Marine Corps Reserve	29.3	32.2	33.1	34.4
Air National Guard	91.2	92.0	93.0	94.0
Air Force Reserve	49.0	53.3	52.1	51.8
DoD Total	825.8	856.0	839.1	857.2

Note: Detail may not add to totals due to rounding.

- The Army National Guard, the Army Reserve, the Marine Corps Reserve, and the Air National Guard strengths reflect a modest growth for FY 1977, 1978, and 1979. The programmed increases are in anticipation of improved recruiting and retention.

- The most significant change in the Selected Reserve program is the FY 1978 reduction in the Naval Reserve. The transfer of 41,600 selected reservists to the Individual Ready Reserve (IRR) is based upon the belief that those reservists may maintain adequate skill proficiency by volunteering for attending two weeks active duty for training annually.

- Air Force Reserve strengths are increased for FY 1977 over the actual FY 19TQ because of projected improvements in recruiting and retention. The slight strength decrease from FY 1977 to FY 1979 reflects a recent decision to place greater reliance on non-paid, non-training members of the IRR.

3. Civilian Manpower. The table below shows the trend in civilian manpower.

Civilian Manpower
(Direct and Indirect Hire End Strength in Thousands)

	<u>Actual</u>			<u>FY 78 Budget</u>		
	<u>FY 64</u>	<u>FY 68</u>	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>	<u>FY 79</u>
Army	452	533	385	379	378	378
Navy/Marine Corps	347	430	319	320	318	321
Air Force	338	356	260	257	256	257
Defense Agencies	38	76	79 1/	80	79	79
Total DoD	1,176	1,393	1,042	1,036 2/	1,031	1,035

Note: Detail may not add to totals due to rounding.

1/ About 7,000 overseas dependent education personnel who work only during the school year appear on the rolls beginning with FY TQ, when the fiscal year end changed from June to September.

2/ Reflects the decision by the Secretary of Defense to increase civilian employment by 5,100 spaces as discussed in the following paragraphs.

Defense civilian employment has decreased steadily since the peak of the Vietnam War (FY 1968). By 30 September 1976, civilian employment was 134,000 less than in pre-Vietnam peacetime (FY 1964). The true magnitude of the civilian reduction since FY 1964 is masked by the substitution of over 120,000 civilian positions for military. Considering this increase due to civilianization, the total manpower reduction has exceeded one-quarter million.

The relatively stable civilian workforce planned for FY 1977 through FY 1979 reflects a balanced program of further economies and readiness improvements.

During FY 1977, total civilian strength is programmed to decrease by 6,000 spaces. A larger reduction, primarily savings from base realignments, had been anticipated for FY 1977 in last year's budget. However, only about half of the savings the Department had hoped to realize from base realignments now appear to be achievable

during FY 1977. Rather than jeopardize readiness improvements by forcing program reductions to compensate for the lack of base realignment savings, the Secretary of Defense exercised his statutory authority to increase the FY 1977 civilian ceiling by 5,100 spaces (less than 1/2%) above the level set by Congress.

Also beginning in FY 1977, and continuing through FY 1979, the commissary stores will be using fewer full time employees and more part-time and intermittent employees, whose work schedules can conform to fluctuating store business. Money is saved because part-time and intermittent employees will work fewer total hours and receive less costly benefits. However, since each part-time or intermittent employee counts the same as a full time employee against the civilian ceiling, additional commissary end strength authorization is programmed. The incremental increases are 1,100 in FY 1977, 1,100 in FY 1978, and 1,600 in FY 1979.

Civilian employment will continue downward in FY 1978 as strength is reduced by 5,000. But, while the total employment declines, important readiness related programs are strengthened. Navy shipyards increase employment by 3,500; Air Force maintenance and supply depots increase 2,100. The Army brigade becoming permanently stationed in northern Europe raises the civilian support requirement by 600. These and other smaller, but important, increases bear directly on the combat readiness of our military forces.

However, the Department is determined to pay for these important readiness increases by improving the productivity of the entire defense civilian workforce. By setting an overall goal of a 1% improvement in civilian productivity, we have made available over 10,000 civilian manpower spaces to be focused on our highest priority requirements. Our intent to increase productivity is reflected in nearly every DPPC that contains civilian resources. We also hope to save about 2,700 civilian spaces through base realignment actions that were announced for study last spring, but cannot be accomplished during FY 1977. Increased reliance on the private sector will also reduce our DoD civilian requirement by some 3,800.

All the notable FY 1978 civilian program changes are itemized by Service later in this chapter.

In FY 1979, further improvements in logistic capabilities, including shipyard and depot increases, cause total employment to rise slightly to 1,035,800. We are continuing to look for economies to offset these important increases.

4. Contract Services. Accounting for manpower associated with contract services is imprecise because the Department contracts for services rather than levels of manpower. The contractor is free to select the mix of labor and capital which best suits the situation. The contractor may vary the level of manpower used during performance of the contract and may use a combination of full-time and part-time employees. Thus, manpower associated with contract services is not measured by the same methods used to account for Defense civilian employees. At best, the Department can estimate the average levels of employment by its contractors.

The Department maintains records on some contract support services associated with commercial and industrial-type functions. Analysis of these records shows that the number of contract manyears has remained fairly stable over the FY 1973-1975 period, averaging about 130,000 each year. Without this contract support there would have to be at least 130,000 more civilians in the DoD in-house workforce to do the same work. The two tables below show trends by Military Department and by function in contract support services.

Estimated Contract Services Manpower in the United States
(Thousands of Contract Manyears)

	Actuals			
	<u>FY 73</u>	<u>FY 74</u>	<u>FY 75</u>	<u>FY 76</u>
Army	32	31	30	34
Navy/Marine Corps	23	30	32	29
Air Force	41	36	34	32
Defense Agencies	1	1	1	2
Other (not reported)	30	30	30	30
Total	<u>127</u>	<u>128</u>	<u>127</u>	<u>128</u>

Note: Detail may not add to totals due to rounding.

Estimated Contract Services Manpower in the United States
(Thousands of Contract Manyears)

<u>Function</u>	<u>FY 73</u>	<u>FY 74</u>	<u>FY 75</u>	<u>FY 76</u>
Maintenance, Repair, Modification, Alteration, and Rebuild of Equip- ment	47	46	46	37
Housekeeping Services	25	28	29	32
Other Manufacturing Operations	8	11	11	15
Automatic Data Processing	3	3	3	4
Repair, Alterations, and Minor Construction of Real Property	13	9	9	9
Other (not reported)	<u>30</u>	<u>30</u>	<u>30</u>	<u>30</u>
Total Contract Support Services in the United States	127	128	127	128

Note: Detail may not add to totals due to rounding.

During FY 1976, DoD implementation of OMB Circular A-76, which advocates reliance upon the private sector to the maximum extent, was strengthened by new procedures. The most significant new procedure requires, in effect, that the Government compete with private enterprise in submitting sealed bids for accomplishment of certain support services.

Under DoD's previous procedures, many activities performed in-house were too small to interest contractors and to facilitate effective competition. Accordingly, DoD changed its procedures such that several of these small activities can be grouped together and the combined package offered for bid. Thus, a contractor might be interested in competing for a job involving a combination of efforts such as custodial work, trash collection, buildings, grounds and structural maintenance, whereas he would not bid on any of the functions alone.

Additionally, new guidelines were issued by the Office of Federal Procurement Policy (OFPP) changing the computation of labor costs for in-house performance of a service. Federal employees pay seven percent of their salaries into a retirement fund, but the remaining cost is made up by Government contribution to the fund. Until recently, the cost procedures charged seven percent of base pay as the

Government's contribution. However, people in the private sector challenged this as an understatement. In October 1976, after working with the Civil Service Commission, OFPP concluded that 24.7 percent of base pay was a more appropriate factor. They also changed the factor charged for life insurance from 0.3% to 0.5% of base pay and the factor charged for health insurance from 1.0% to 3.5% of base pay.

D. Manpower Program Changes by Component

This section lists planned changes in the manpower program of DoD components from the end of FY 1977 to the end of FY 1978. Manpower figures are in thousands.

- Army

Active Military Strength End FY 1977	789.0
Authorization increase for 3 new divisions and 194th Armor Brigade	+ 2.9
Activate one HAWK Bn and 4 Chaparral Batteries (CONUS)	+ 1.2
Air Defense improvements (Europe)	+ 0.6
Chemical defense improvements	+ 0.4
Anti-armor improvements	+ 1.3
Electronic warfare improvements	+ 0.6
Nuclear weapons security and other force improvements	+ 3.0
Base closure realignment adjustment	+ 0.3
Pacific support forces	- 0.9
Miscellaneous support unit changes	- 1.1
Individuals account	- 7.1
Base operations reductions	- 0.2
End-FY 1978	790.0
Army National Guard Strength End FY 1977	377.0
Increased unit manning	+11.0
Trainees	+ 2.0
End-FY 1978	390.0

Army Reserve Strength End FY 1977	205.0
Increased unit manning	+ 8.4
Trainees	<u>+ 5.6</u>
End-FY 1978	219.0
Civilian Strength End FY 1977	378.5
Single manager of conventional ammunition	+ 2.6
Part-time commissary employees	+ 0.7
Construction	+ 0.7
Permanent stationing of NORTHAG Brigade-	
Europe	+ 0.6
FMS support (Reimbursable)	+ 0.3
Improved productivity	- 3.7
Residual base realignments	- 0.9
Increased contracting	- 0.8
Full-time commissary employees	- 0.4
Net other changes	<u>+ 0.4</u>
End-FY 1978	378.0
- Navy	
Active Military Strength End FY 1977	536.0
ASW and Fleet Air Defense requirements	+ 2.6
Amphibious force requirements	+ 0.2
Operating force base support	+ 1.0
Trainees/students programming increase	+ 4.6
Eliminate FY 1977 accession shortfall	+ 2.3
TRIDENT manning	+ 0.4
Carrier manning	- 2.5
Tactical squadron reduction	- 0.8
Naval support forces	- 1.5
Communications reductions	- 0.6
Force support training	- 1.1
Reserve component support	- 0.7
Individual training	- 1.9
Transient reduction	- 2.8
Personnel holding reductions	- 0.5
Net other changes	<u>+ 0.3</u>
End-FY 1978	535.0

Naval Reserve Strength End FY 1977	96.5
Reserve air force modernization	+ 0.2
Shift from Paid Drill to IRR	-41.6
Transfer airlift to MAC	- 2.3
Destroyer reduction	- 0.2
Active ship augmentation	- 0.6
End FY 1978	52.0
Civilian Strength End FY 1977	300.1
Shipyards	+ 3.5
Weapon system acquisition	+ 0.7
TRIDENT support	+ 0.4
Supervision of shipbuilding	+ 0.3
Military Sealift Command	+ 0.2
Part-time commissary employees	+ 0.2
Improved productivity	- 3.0
Conventional ammunition management	
transfer to Army	- 2.4
Increased contracting	- 1.2
Residual base realignments	- 1.1
Full-time commissary employees	- 0.1
End-FY 1978	297.6
- Marine Corps	
Active Military Strength End FY 1977	192.0
Improved manning in combat units	+ 2.1
Security for National Security Agency	- 0.3
Individuals account	- 1.8
End-FY 1978	192.0
Marine Corps Reserve Strength End FY 1977	32.2
Improved manning in combat units	+ 1.1
Individual trainees	- 0.3
End-FY 1978	33.0
Civilian Strength End FY 1977	20.1
Net of minor adjustments	- 0.2
End-FY 1978	19.9

- Air Force

Active Military Strength End FY 1977	571.0
Equipment changes/workload adjustment	+ 1.4
Nuclear weapons security	+ 4.4
Other security manning	+ 1.2
Medical manpower	+ 0.1
Communications	+ 0.3
Base activities reductions	- 0.8
Military Airlift Command	- 1.8
Guard/Reserve technicians	- 0.2
Instrument Landing System	- 0.2
Civilianization and contract	- 2.0
Training programs/support	- 0.8
Intelligence activities	- 0.5
Net other reductions	- 0.1

End-FY 1978 572.0

Air National Guard Strength End FY 1977	92.0
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Improved manning	+ 1.0
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End-FY 1978 93.0

Air Force Reserve Strength End FY 1977	53.3
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Unit manning adjustments	+ 0.4
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Mobilization augmentees	- 1.7
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End-FY 1978 52.1

Air Force Civilian Strength End FY 1977	257.2
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Supply and maintenance depots	+ 2.1
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Civilian substitution	+ 1.7
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Part-time commissary employees	+ 1.7
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ANG support	+ 0.5
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Improved productivity	- 2.6
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Increased contracting	- 1.8
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Full-time commissary employees	- 1.0
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Residual base realignment savings	- 0.7
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Military airlift changes	- 0.2
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Net other changes	- 0.7
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End-FY 1978 256.2

- Defense Agencies

Defense Agency Civilian Strength End FY 1977	80.2
TRIDENT support (DLA)	+ 0.1
Contract audit (DCAA)	+ 0.1
Civilian substitution (DIS)	+ 0.1
Improved productivity	- 0.9
Termination of Medical University (USUHS)	- 0.4
Net other changes	- 0.2

End- FY 1978 79.0

E. Military Force Levels

The justification of Defense manpower requirements is necessarily based on the level of military forces established to meet US national security objectives. Details of force requirements may be found in the Annual Report of the Secretary of Defense.

The following is a summary of major force elements planned for Fiscal Year 1978 compared to that which existed at the end of the Transition Quarter.

Summary of Major Force Elements

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Strategic Forces			
ICBM/SLBM	1,710	1,710	1,710
Bombers (UE) 1/	382	382	382
Tankers (KC-135) (UE) 1/			
Active	575	519	487
Guard/Reserve	40	96	128
Interceptor Squadrons			
Active	6	6	6
Guard/Reserve	10	10	10
General Purpose Forces			
Land Forces			
Army Divisions			
Active	16	16	16
Guard/Reserve	8	8	8
Marine Corps Divisions			
Active	3	3	3
Reserve	1	1	1
Tactical Air Forces			
Air Force Squadrons			
Active	88	91	92
Guard/Reserve	46	46	45
Navy Squadrons			
Active	94	91	86
Reserve	16	16	16
Marine Corps Squadrons			
Active	30	30	30
Reserve	8	8	8
Naval Forces			
Carriers (active only)	13	13	13
Attack Submarines (active only)	74	78	80
Surface Combatants			
Active	158	157	166
Reserve	30	30	28
Amphibious Ships			
Active	62	63	63
Reserve	3	3	3
Patrol Craft			
Active	8	7	3
Reserve	5	0	0
ASW Aircraft Squadrons			
Active	51	52	52
Reserve	16	17	17
Mobility Forces			
Airlift Squadrons			
Active	32	32	32
Guard/Reserve 2/	54	53	53
Sealift Ships			
Nucleus Fleet 3/	67	68	71

1/ Unit equipment. Excludes training aircraft, etc.

2/ Includes 17 strategic airlift Reserve Associate squadrons.

3/ Excludes Commercial Fleet ships.

Highlights of force changes programmed for FY 1978 are:

1. Strategic Forces:

- The transfer of KC-135 aircraft to the Air National Guard and Air Force Reserve continues, reaching a total of 128 by the end of FY 1978.

- Three F-101 squadrons in the Air National Guard, which were planned to be phased out, will be retained through FY 1978. The Air National Guard also has six F-106 squadrons and one F-4 squadron in its interceptor force.

2. General Purpose Forces.

- Land Forces. The Army improves the level of manning in its three new divisions and adds anti-armor and air defense units to its forces. The Marine Corps continues to make minor improvements in the readiness of its forces.

- Tactical Air Forces. Air Force squadrons increase in FY 1977 and FY 1978 as the AWACS is added to the force. F-15 aircraft replace older aircraft. Navy forces are reduced by three squadrons in FY 1977 and five in FY 1978 as the active air wings are restructured and the air wing associated with the conventional carrier ROOSEVELT is inactivated.

- Naval Forces. Attack submarines increase by two in FY 1978 as five nuclear submarines are added to the force, offset by the decommissioning of three diesel submarines. Surface combatant ships increase by nine in the active force in FY 1978 as eleven destroyers, one cruiser and one frigate are added to the fleet and four World War II vintage destroyers are dropped from the fleet. Two 32 year old destroyers are also dropped from the Naval Reserve fleet. Obsolete patrol craft continue to be eliminated from the active and reserve forces.

- Mobility Forces. The number of sealift ships increases in FY 1977 and FY 1978 as additional Military Sealift Command ships are activated.

F. Manpower Summary Tables

The tables which follow present military and civilian manpower by DPPC for the Defense Department as a whole and by military component.

DEPARTMENT OF DEFENSE ACTIVE MILITARY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	FY 76 <u>Actual</u>	FY TQ	FY 77 <u>FY 78 Budget</u>	FY 78 <u>Budget</u>	FY 79 <u>Auth.</u>
<u>Strategic Forces</u>	<u>105.2</u>	<u>104.7</u>	<u>98.0</u>	<u>100.7</u>	<u>99.8</u>
Strategic Offensive	79.8	79.1	73.9	76.6	77.6
Strategic Defensive	12.9	12.9	11.6	11.5	9.5
Strategic Control & Surveillance	12.5	12.7	12.5	12.6	12.7
<u>General Purpose Forces</u>	<u>916.3</u>	<u>909.7</u>	<u>938.4</u>	<u>949.6</u>	<u>958.3</u>
Land Forces	544.4	541.2	545.3	554.1	555.5
Tactical Air Forces	160.8	157.4	177.3	178.2	179.9
Naval Forces	169.7	169.8	175.6	178.4	184.1
Mobility Forces	41.3	41.3	40.2	38.9	38.8
<u>Auxiliary Forces</u>	<u>122.2</u>	<u>119.8</u>	<u>121.4</u>	<u>119.1</u>	<u>116.4</u>
Intelligence	40.6	38.8	38.7	38.0	36.8
Centrally Managed Communications	36.6	36.3	35.6	35.0	33.7
Research & Development	31.5	30.7	30.8	29.8	29.7
Support to Other Nations	2.4	3.1	5.8	5.8	5.6
Geophysical Activities	11.1	10.9	10.5	10.4	10.4
<u>Mission Support Forces</u>	<u>286.7</u>	<u>288.2</u>	<u>278.3</u>	<u>278.4</u>	<u>277.7</u>
Reserve Components Support	12.7	12.8	14.5	13.9	13.9
Base Operating Support	199.2	201.3	187.6	189.6	189.4
Force Support Training	33.3	33.8	35.6	34.9	34.2
Command	41.6	40.3	40.6	40.0	40.3
<u>Central Support Forces</u>	<u>334.7</u>	<u>329.9</u>	<u>323.7</u>	<u>320.3</u>	<u>320.9</u>
Base Operating Support	49.4	48.1	40.2	38.8	38.9
Medical Support	86.8	86.6	84.1	84.3	84.6
Personnel Support	31.4	32.6	33.7	33.6	33.4
Individual Training	112.1	108.8	109.3	107.5	108.0
Command	35.0	34.0	33.2	32.7	32.5
Logistics	17.6	17.2	20.4	20.5	20.6
Federal Agency Support	2.5	2.6	2.9	2.9	2.9
<u>Subtotal-Force Structure Allowance</u>	<u>1765.1</u>	<u>1752.3</u>	<u>1759.8</u>	<u>1768.1</u>	<u>1773.0</u>
<u>Individuals</u>	<u>315.9</u>	<u>330.3</u>	<u>328.2</u>	<u>320.9</u>	<u>321.6</u>
Transients	93.0	83.5	82.2	76.4	75.2
Patients, Prisoners & Holdees	15.5	16.8	16.4	15.7	15.3
Trainees & Students	196.7	216.8	216.6	215.8	217.9
Cadets	10.7	13.1	13.0	13.0	13.0
<u>Total</u>	<u>2081.0</u>	<u>2082.7</u>	<u>2088.0</u>	<u>2089.0</u>	<u>2094.7</u>

Note: Detail may not add to totals due to rounding.

DEPARTMENT OF DEFENSE SELECTED RESERVE MILITARY MANPOWER REQUIREMENTS
(End Paid-Drill Strength in Thousands)

	FY 76 Actual	FY 7Q	FY 77 FY 78 Budget	FY 78 Budget	FY 79 Auth.
<u>Strategic Forces</u>	<u>15.6</u>	<u>21.7</u>	<u>22.0</u>	<u>23.2</u>	<u>23.3</u>
Strategic Offensive	3.5	10.5	12.0	13.2	13.3
Strategic Defensive	11.3	10.4	9.1	9.2	9.2
Strategic Control & Surveillance	0.8	0.8	0.8	0.8	0.8
<u>General Purpose Forces</u>	<u>648.9</u>	<u>642.7</u>	<u>666.8</u>	<u>676.8</u>	<u>695.4</u>
Land Forces	492.0	491.0	513.9	531.6	549.1
Tactical Air Forces	62.6	57.1	58.2	57.8	58.8
Naval Forces	50.2	50.2	50.3	41.7	41.7
Mobility Forces	44.1	44.4	44.5	45.8	45.8
<u>Auxiliary Forces</u>	<u>17.7</u>	<u>17.6</u>	<u>18.9</u>	<u>10.9</u>	<u>10.9</u>
Intelligence	4.6	4.6	5.3	-	-
Centrally Managed Communications	11.4	11.3	11.5	9.8	9.8
Research & Development	0.4	0.4	0.7	-	-
Support to Other Nations	-	-	-	-	-
Geophysical Activities	1.2	1.2	1.4	1.1	1.1
<u>Mission Support Forces</u>	<u>50.0</u>	<u>50.1</u>	<u>47.4</u>	<u>30.6</u>	<u>30.9</u>
Reserve Components Support	2.5	2.5	2.9	2.6	2.6
Base Operating Support	31.1	31.1	28.0	19.7	20.0
Force Support Training	2.2	2.1	2.7	1.7	1.7
Command	14.2	14.4	13.8	6.6	6.6
<u>Central Support Forces</u>	<u>65.3</u>	<u>64.8</u>	<u>69.0</u>	<u>58.1</u>	<u>59.6</u>
Base Operating Support	0.2	0.2	0.2	-	-
Medical Support	11.9	11.8	15.0	13.9	14.2
Personnel Support	0.7	0.7	0.4	-	-
Individual Training	44.2	43.7	43.8	43.7	45.0
Command	2.3	2.3	3.0	-	-
Logistics	6.1	6.1	6.7	0.4	0.4
Federal Agency Support	-	-	-	-	-
<u>Subtotal-Force Structure Allowance</u>	<u>797.5</u>	<u>796.9</u>	<u>824.0</u>	<u>799.5</u>	<u>820.0</u>
<u>Individuals</u>	<u>25.5</u>	<u>28.8</u>	<u>32.1</u>	<u>39.6</u>	<u>37.2</u>
Transients	-	-	-	-	-
Patients, Prisoners & Holdees	-	-	-	-	-
Trainees & Students	25.5	28.8	32.1	39.6	37.2
Cadets	-	-	-	-	-
<u>Total</u>	<u>823.0</u>	<u>825.8</u>	<u>856.0</u>	<u>839.1</u>	<u>857.2</u>

Note: Detail may not add to totals due to rounding.

DEPARTMENT OF DEFENSE CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	<u>FY 76</u>	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>	<u>FY 79</u>
	<u>Actual</u>		<u>FY 78</u>	<u>Budget</u>	<u>Auth.</u>
<u>Strategic Forces</u>	<u>10.5</u>	<u>10.0</u>	<u>11.6</u>	<u>12.8</u>	<u>13.3</u>
Strategic Offensive	2.6	2.8	4.7	5.7	6.4
Strategic Defensive	5.5	5.0	4.6	4.8	4.7
Strategic Control & Surveillance	2.3	2.3	2.4	2.2	2.2
<u>General Purpose Forces</u>	<u>78.8</u>	<u>77.8</u>	<u>78.0</u>	<u>77.8</u>	<u>77.8</u>
Land Forces	41.5	40.6	41.0	41.1	41.1
Tactical Air Forces	14.2	14.3	13.8	13.5	13.6
Naval Forces	0.4	0.4	0.5	0.6	0.6
Mobility Forces	22.7	22.5	22.7	22.7	22.6
<u>Auxiliary Forces</u>	<u>117.7</u>	<u>116.1</u>	<u>114.3</u>	<u>112.0</u>	<u>111.8</u>
Intelligence	9.5	9.2	9.1	9.0	8.9
Centrally Managed Communications	14.5	14.0	14.0	13.4	13.2
Research & Development	81.9	80.9	77.0	75.5	75.5
Support to Other Nations	1.7	1.9	4.2	4.3	4.2
Geophysical Activities	10.2	10.0	10.1	9.9	9.9
<u>Mission Support Forces</u>	<u>217.1</u>	<u>211.8</u>	<u>201.0</u>	<u>197.1</u>	<u>196.8</u>
Reserve Components Support	18.7	18.5	19.0	18.3	18.1
Base Operating Support	185.9	181.7	170.5	167.5	167.5
Force Support Training	2.7	2.7	2.8	2.8	2.8
Command	9.9	9.0	8.8	8.5	8.5
<u>Central Support Forces</u>	<u>621.5</u>	<u>626.0</u>	<u>631.3</u>	<u>631.1</u>	<u>635.7</u>
Base Operating Support	111.3	111.5	116.7	113.3	114.7
Medical Support	41.1	41.7	43.0	42.9	43.0
Personnel Support	10.9	17.9	22.5	25.0	25.1
Individual Training	33.2	33.2	33.3	32.3	32.4
Command	59.7	58.6	55.4	55.1	54.9
Logistics	365.2	363.2	360.2	362.3	365.5
Federal Agency Support	*	*	0.1	0.1	0.1
<u>Total</u>	<u>1045.5</u>	<u>1041.6</u>	<u>1036.1</u>	<u>1030.7</u>	<u>1035.3</u>

Note: Detail may not add to totals due to rounding.

*Fewer than 50 spaces.

ARMY ACTIVE MILITARY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	FY 76 Actual	FY TQ	FY 77 FY 78 Budget	FY 78 Budget	FY 79 Auth.
<u>Strategic Forces</u>	<u>0.8</u>	<u>0.6</u>	<u>0.6</u>	<u>0.6</u>	<u>0.6</u>
Strategic Offensive	-	-	-	-	-
Strategic Defensive	0.2	0.1	*	*	*
Strategic Control & Surveillance	0.6	0.5	0.6	0.6	0.6
<u>General Purpose Forces</u>	<u>462.3</u>	<u>459.0</u>	<u>463.1</u>	<u>471.3</u>	<u>471.2</u>
Land Forces	461.7	458.5	462.5	470.8	470.6
Tactical Air Forces	-	-	-	-	-
Naval Forces	-	-	-	-	-
Mobility Forces	0.5	0.5	0.6	0.6	0.6
<u>Auxiliary Forces</u>	<u>26.6</u>	<u>24.6</u>	<u>24.9</u>	<u>25.3</u>	<u>25.4</u>
Intelligence	10.3	9.2	8.4	8.7	8.8
Centrally Managed Communications	8.3	8.0	7.8	7.9	7.9
Research & Development	7.1	6.3	7.1	7.2	7.2
Support to Other Nations	0.8	1.1	1.3	1.3	1.3
Geophysical Activities	0.2	0.2	0.2	0.2	0.2
<u>Mission Support Forces</u>	<u>46.0</u>	<u>46.3</u>	<u>44.2</u>	<u>44.3</u>	<u>43.9</u>
Reserve Components Support	4.5	4.8	5.3	5.3	5.3
Base Operating Support	31.3	31.9	28.6	28.8	28.5
Force Support Training	0.7	0.7	0.6	0.6	0.6
Command	9.4	8.9	9.7	9.5	9.5
<u>Central Support Forces</u>	<u>126.9</u>	<u>124.3</u>	<u>123.3</u>	<u>122.7</u>	<u>122.4</u>
Base Operating Support	20.6	20.2	17.0	16.6	16.6
Medical Support	32.1	31.4	30.2	30.1	30.1
Personnel Support	15.2	14.9	15.1	15.0	14.9
Individual Training	45.4	44.1	44.9	45.0	44.7
Command	7.8	8.0	8.2	8.2	8.2
Logistics	5.7	5.6	7.7	7.7	7.7
Federal Agency Support	0.2	0.2	0.2	0.2	0.2
<u>Subtotal-Force Structure Allowance</u>	<u>662.5</u>	<u>654.9</u>	<u>656.1</u>	<u>664.2</u>	<u>663.5</u>
<u>Individuals</u>	<u>116.5</u>	<u>127.3</u>	<u>132.9</u>	<u>125.8</u>	<u>126.5</u>
Transients	26.4	27.4	28.2	25.5	25.5
Patients, Prisoners & Holdees	5.5	6.4	5.1	4.9	4.9
Trainees & Students	81.6	89.2	95.3	91.2	91.8
Cadets	3.0	4.3	4.3	4.3	4.3
<u>Total</u>	<u>779.0</u>	<u>782.2</u>	<u>789.0</u>	<u>790.0</u>	<u>790.0</u>

Note: Detail may not add to totals due to rounding.

*Fewer than 50 spaces.

NAVY ACTIVE MILITARY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	FY 76 Actual	FY TQ	FY 77 FY 78 Budget	FY 78	FY 79 Auth.
<u>Strategic Forces</u>	20.3	20.3	20.9	21.3	22.2
Strategic Offensive	18.8	18.8	19.1	19.5	20.5
Strategic Defensive	-	-	-	-	-
Strategic Control & Surveillance	1.5	1.5	1.8	1.8	1.7
<u>General Purpose Forces</u>	233.9	232.2	245.7	245.1	252.0
Land Forces	2.7	2.7	3.0	3.0	3.0
Tactical Air Forces	61.7	59.9	67.3	64.0	65.1
Naval Forces	169.2	169.3	175.1	177.9	183.6
Mobility Forces	0.3	0.3	0.3	0.3	0.3
<u>Auxiliary Forces</u>	27.5	27.3	29.6	29.0	27.5
Intelligence	9.2	9.2	9.3	9.2	9.1
Centrally Managed Communications	9.8	9.6	10.7	10.1	8.7
Research & Development	6.0	5.9	6.7	6.7	6.6
Support to Other Nations	0.5	0.5	1.0	1.0	1.0
Geophysical Activities	2.0	2.0	2.0	2.0	2.0
<u>Mission Support Forces</u>	61.8	61.2	62.6	62.4	62.3
Reserve Components Support	7.3	7.2	8.4	7.7	7.7
Base Operating Support	31.7	31.4	29.6	31.4	31.6
Force Support Training	11.7	11.7	13.4	12.3	11.9
Command	11.1	10.9	11.3	11.1	11.2
<u>Central Support Forces</u>	82.4	81.3	83.3	81.9	82.1
Base Operating Support	2.7	2.6	2.7	2.7	2.7
Medical Support	23.0	22.8	21.6	21.6	21.7
Personnel Support	6.8	6.9	7.4	7.4	7.4
Individual Training	33.4	32.4	34.2	32.3	32.6
Command	9.0	9.1	8.9	9.2	8.9
Logistics	6.6	6.5	7.5	7.6	7.7
Federal Agency Support	0.9	0.9	1.1	1.1	1.1
<u>Subtotal-Force Structure Allowance</u>	426.0	422.2	442.2	439.8	446.1
<u>Individuals</u>	98.5	105.4	93.8	95.2	91.3
Transients	29.6	25.6	26.7	23.9	22.2
Patients, Prisoners & Holdees	6.5	7.0	6.1	5.6	5.1
Trainees & Students	59.2	68.4	56.7	61.3	59.7
Cadets	3.3	4.4	4.4	4.4	4.4
<u>Total</u>	524.5	527.6	536.0	535.0	537.5

Note: Detail may not add to totals due to rounding.

MARINE CORPS ACTIVE MILITARY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	FY 76 <u>Actual</u>	FY TQ	FY 77 <u>FY 78 Budget</u>	FY 78	FY 79 <u>Auth.</u>
<u>Strategic Forces</u>	*	*	*	*	*
Strategic Offensive	-	-	-	-	-
Strategic Defensive	-	-	-	-	-
Strategic Control & Surveillance	*	*	*	*	*
<u>General Purpose Forces</u>	108.3	105.1	108.0	110.1	111.6
Land Forces	80.0	80.0	79.8	80.3	81.9
Tactical Air Forces	27.8	24.6	27.7	29.3	29.2
Naval Forces	0.5	0.5	0.5	0.5	0.5
Mobility Forces	-	-	-	-	-
<u>Auxiliary Forces</u>	1.8	1.8	1.9	1.6	1.6
Intelligence	1.1	1.0	1.0	0.7	0.7
Centrally Managed Communications	*	*	*	*	*
Research & Development	0.7	0.7	0.8	0.8	0.8
Support to Other Nations	*	-	-	-	-
Geophysical Activities	*	*	*	*	*
<u>Mission Support Forces</u>	21.4	22.5	19.7	19.6	19.6
Reserve Components Support	0.4	0.3	0.3	0.3	0.3
Base Operating Support	17.3	18.0	15.6	15.6	15.6
Force Support Training	2.3	2.8	2.5	2.4	2.4
Command	1.5	1.4	1.3	1.3	1.3
<u>Central Support Forces</u>	22.8	22.8	22.6	22.6	22.8
Base Operating Support	4.9	4.4	4.4	4.4	4.4
Medical Support	-	-	-	-	-
Personnel Support	3.5	3.9	4.1	4.1	4.1
Individual Training	8.3	8.7	8.3	8.3	8.5
Command	4.1	3.8	3.6	3.6	3.6
Logistics	0.8	0.8	0.9	0.9	0.9
Federal Agency Support	1.2	1.3	1.3	1.3	1.3
<u>Subtotal-Force Structure Allowance</u>	154.3	152.2	152.2	153.9	155.6
<u>Individuals</u>	37.9	37.5	39.8	38.0	39.0
Transients	12.0	9.6	8.7	8.5	8.6
Patients, Prisoners & Holdees	2.6	2.5	4.2	4.2	4.3
Trainees & Students	23.3	25.3	26.9	25.3	26.1
Cadets	-	-	-	-	-
<u>Total</u>	192.3	189.8	192.0	192.0	194.6

Note: Detail may not add to totals due to rounding.

*Fewer than 50 spaces.

AIR FORCE ACTIVE MILITARY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	<u>FY 76</u> <u>Actual</u>	<u>FY TQ</u>	<u>FY 77</u> <u>FY 78 Budget</u>	<u>FY 78</u> <u>Budget</u>	<u>FY 79</u> <u>Auth.</u>
<u>Strategic Forces</u>	<u>84.1</u>	<u>83.8</u>	<u>76.5</u>	<u>78.8</u>	<u>77.0</u>
Strategic Offensive	61.0	60.3	54.8	57.1	57.1
Strategic Defensive	12.7	12.8	11.6	11.5	9.5
Strategic Control & Surveillance	10.4	10.7	10.1	10.2	10.4
<u>General Purpose Forces</u>	<u>111.8</u>	<u>113.4</u>	<u>121.6</u>	<u>122.9</u>	<u>123.5</u>
Land Forces	-	-	-	-	-
Tactical Air Forces	71.3	72.9	82.3	84.9	85.6
Naval Forces	-	-	-	-	-
Mobility Forces	40.5	40.5	39.3	38.0	37.9
<u>Auxiliary Forces</u>	<u>66.3</u>	<u>66.1</u>	<u>65.0</u>	<u>63.3</u>	<u>62.1</u>
Intelligence	20.0	19.4	20.0	19.4	18.2
Centrally Managed Communications	18.5	18.7	17.1	17.0	17.1
Research & Development	17.7	17.8	16.2	15.1	15.1
Support to Other Nations	1.1	1.5	3.5	3.5	3.3
Geophysical Activities	8.9	8.7	8.3	8.2	8.2
<u>Mission Support Forces</u>	<u>157.5</u>	<u>158.1</u>	<u>151.8</u>	<u>152.1</u>	<u>151.9</u>
Reserve Components Support	0.5	0.5	0.5	0.6	0.6
Base Operating Support	118.9	120.0	113.8	113.8	113.7
Force Support Training	18.6	18.6	19.1	19.6	19.3
Command	19.6	19.1	18.3	18.1	18.3
<u>Central Support Forces</u>	<u>102.6</u>	<u>101.4</u>	<u>94.5</u>	<u>93.0</u>	<u>93.5</u>
Base Operating Support	21.2	20.9	16.1	15.1	15.2
Medical Support	31.7	32.4	32.3	32.6	32.8
Personnel Support	5.9	6.9	7.1	7.1	7.0
Individual Training	25.0	23.6	21.9	21.9	22.1
Command	14.1	13.1	12.5	11.7	11.8
Logistics	4.5	4.3	4.3	4.3	4.3
Federal Agency Support	0.2	0.2	0.3	0.3	0.3
<u>Subtotal-Force Structure Allowance</u>	<u>522.3</u>	<u>522.9</u>	<u>509.3</u>	<u>510.2</u>	<u>508.0</u>
<u>Individuals</u>	<u>62.9</u>	<u>60.1</u>	<u>61.7</u>	<u>61.9</u>	<u>64.7</u>
Transients	25.0	20.9	18.6	18.5	18.9
Patients, Prisoners & Holdees	0.9	0.9	1.0	1.0	1.0
Trainees & Students	32.6	33.9	37.7	38.0	40.4
Cadets	4.4	4.4	4.3	4.3	4.3
<u>Total</u>	<u>585.2</u>	<u>583.1</u>	<u>571.0</u>	<u>572.0</u>	<u>572.7</u>

Note: Detail may not add to totals due to rounding.

ARMY NATIONAL GUARD MANPOWER REQUIREMENTS
(End Paid-Drill Strength in Thousands)

	<u>FY 76</u> <u>Actual</u>	<u>FY TQ</u>	<u>FY 77</u> <u>FY 78 Budget</u>	<u>FY 78</u> <u>Budget</u>	<u>FY 79</u> <u>Auth.</u>
<u>Strategic Forces</u>	-	-	-	-	-
Strategic Offensive					
Strategic Defensive					
Strategic Control & Surveillance					
<u>General Purpose Forces</u>	<u>332.5</u>	<u>333.9</u>	<u>344.5</u>	<u>355.2</u>	<u>367.1</u>
Land Forces	332.5	333.9	344.5	355.2	367.1
Tactical Air Forces	-	-	-	-	-
Naval Forces	-	-	-	-	-
Mobility Forces	-	-	-	-	-
<u>Auxiliary Forces</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Intelligence					
Centrally Managed Communications					
Research & Development					
Support to Other Nations					
Geophysical Activities					
<u>Mission Support Forces</u>	<u>8.2</u>	<u>8.3</u>	<u>8.4</u>	<u>8.6</u>	<u>8.7</u>
Reserve Components Support	-	-	-	-	-
Base Operating Support	8.2	8.3	8.4	8.6	8.7
Force Support Training	-	-	-	-	-
Command	-	-	-	-	-
<u>Central Support Forces</u>	<u>6.0</u>	<u>6.0</u>	<u>6.2</u>	<u>6.4</u>	<u>6.6</u>
Base Operating Support	-	-	-	-	-
Medical Support	0.2	0.2	0.2	0.2	0.2
Personnel Support	-	-	-	-	-
Individual Training	5.8	5.8	6.0	6.1	6.4
Command	-	-	-	-	-
Logistics	-	-	-	-	-
Federal Agency Support	-	-	-	-	-
<u>Subtotal-Force Structure Allowance</u>	<u>346.6</u>	<u>348.2</u>	<u>359.1</u>	<u>370.1</u>	<u>382.4</u>
<u>Individuals</u>	<u>15.7</u>	<u>18.6</u>	<u>17.9</u>	<u>19.9</u>	<u>17.6</u>
Transients	-	-	-	-	-
Patients, Prisoners & Holdees	-	-	-	-	-
Trainees & Students	15.7	18.6	17.9	19.9	17.6
Cadets	-	-	-	-	-
<u>Total</u>	<u>362.3</u>	<u>366.8</u>	<u>377.0</u>	<u>390.0</u>	<u>400.0</u>

Note: Detail may not add to totals due to rounding.

ARMY SELECTED RESERVE MANPOWER REQUIREMENTS
(End Paid-Drill Strength in Thousands)

	<u>FY 76</u> <u>Actual</u>	<u>FY 77</u> <u>FY 78</u>	<u>FY 78</u> <u>Budget</u>	<u>FY 79</u> <u>Auth.</u>
<u>Strategic Forces</u>	-	-	-	-
Strategic Offensive	-	-	-	-
Strategic Defensive	-	-	-	-
Strategic Control & Surveillance	-	-	-	-
<u>General Purpose Forces</u>	<u>137.5</u>	<u>135.5</u>	<u>143.8</u>	<u>150.9</u>
Land Forces	137.5	135.5	143.8	150.9
Tactical Air Forces	-	-	-	-
Naval Forces	-	-	-	-
Mobility Forces	-	-	-	-
<u>Auxiliary Forces</u>	-	-	-	-
Intelligence	-	-	-	-
Centrally Managed Communications	-	-	-	-
Research & Development	-	-	-	-
Support to Other Nations	-	-	-	-
Geophysical Activities	-	-	-	-
<u>Mission Support Forces</u>	<u>7.1</u>	<u>7.0</u>	<u>7.0</u>	<u>7.1</u>
Reserve Components Support	-	-	-	-
Base Operating Support	7.1	7.0	7.0	7.1
Force Support Training	-	-	-	-
Command	-	-	-	-
<u>Central Support Forces</u>	<u>46.0</u>	<u>45.5</u>	<u>48.5</u>	<u>49.6</u>
Base Operating Support	-	-	-	-
Medical Support	8.8	8.7	11.7	12.0
Personnel Support	-	-	-	-
Individual Training	37.3	36.8	36.8	37.6
Command	-	-	-	-
Logistics	-	-	-	-
Federal Agency Support	-	-	-	-
<u>Subtotal-Force Structure Allowance</u>	<u>190.6</u>	<u>188.0</u>	<u>199.2</u>	<u>207.6</u>
<u>Individuals</u>	<u>4.0</u>	<u>3.9</u>	<u>5.8</u>	<u>11.4</u>
Transients	-	-	-	-
Patients, Prisoners & Holdees	-	-	-	-
Trainees & Students	4.0	3.9	5.8	11.4
Cadets	-	-	-	-
<u>Total</u>	<u>194.6</u>	<u>191.9</u>	<u>205.0</u>	<u>219.0</u>

Note: Detail may not add to totals due to rounding.

NAVAL SELECTED RESERVE MANPOWER REQUIREMENTS
(End Paid-Drill Strength in Thousands)

	<u>FY 76</u> <u>Actual</u>	<u>FY TQ</u>	<u>FY 77</u> <u>FY 78 Budget</u>	<u>FY 78</u> <u>Budget</u>	<u>FY 79</u> <u>Auth.</u>
<u>Strategic Forces</u>	<u>0.3</u>	<u>0.3</u>	<u>0.2</u>	<u>0.2</u>	<u>0.2</u>
Strategic Offensive	0.3	0.3	0.1	0.1	0.1
Strategic Defensive	-	-	-	-	-
Strategic Control & Surveillance	-	-	0.1	0.1	0.1
<u>General Purpose Forces</u>	<u>58.2</u>	<u>58.7</u>	<u>60.2</u>	<u>50.9</u>	<u>50.9</u>
Land Forces	2.2	2.7	4.6	3.7	3.7
Tactical Air Forces	4.5	4.5	3.9	4.1	4.1
Naval Forces	50.2	50.2	50.3	41.7	41.7
Mobility Forces	1.3	1.3	1.4	1.4	1.4
<u>Auxiliary Forces</u>	<u>6.8</u>	<u>6.8</u>	<u>7.9</u>	<u>-</u>	<u>-</u>
Intelligence	4.6	4.6	5.3	-	-
Centrally Managed Communications	1.5	1.5	1.6	-	-
Research & Development	0.4	0.4	0.7	-	-
Support to Other Nations	-	-	-	-	-
Geophysical Activities	0.2	0.2	0.3	-	-
<u>Mission Support Forces</u>	<u>19.7</u>	<u>19.7</u>	<u>15.5</u>	<u>-</u>	<u>-</u>
Reserve Components Support	-	-	0.4	-	-
Base Operating Support	11.9	11.9	8.6	-	-
Force Support Training	0.4	0.4	1.0	-	-
Command	7.4	7.4	5.5	-	-
<u>Central Support Forces</u>	<u>11.4</u>	<u>11.4</u>	<u>12.0</u>	<u>-</u>	<u>-</u>
Base Operating Support	0.2	0.2	0.2	-	-
Medical Support	1.4	1.4	1.2	-	-
Personnel Support	0.7	0.7	0.4	-	-
Individual Training	1.1	1.1	1.0	-	-
Command	2.3	2.3	3.0	-	-
Logistics	5.7	5.7	6.3	-	-
Federal Agency Support	-	-	-	-	-
<u>Subtotal-Force Structure Allowance</u>	<u>96.5</u>	<u>97.0</u>	<u>95.8</u>	<u>51.1</u>	<u>51.1</u>
<u>Individuals</u>	<u>0.6</u>	<u>0.5</u>	<u>0.7</u>	<u>0.9</u>	<u>0.9</u>
Transients	-	-	-	-	-
Patients, Prisoners & Holdees	-	-	-	-	-
Trainees & Students	0.6	0.5	0.7	0.9	0.9
Cadets	-	-	-	-	-
<u>Total</u>	<u>97.1</u>	<u>97.5</u>	<u>96.5</u>	<u>52.0</u>	<u>52.0</u>

Note: Detail may not add to totals due to rounding.

MARINE CORPS SELECTED RESERVE MANPOWER REQUIREMENTS
(End Paid-Drill Strength in Thousands)

	<u>FY 76</u> <u>Actual</u>	<u>FY 77</u> <u>Actual</u>	<u>FY 78</u> <u>Budget</u>	<u>FY 79</u> <u>Auth.</u>
<u>Strategic Forces</u>	-	-	-	-
Strategic Offensive	-	-	-	-
Strategic Defensive	-	-	-	-
Strategic Control & Surveillance	-	-	-	-
<u>General Purpose Forces</u>	<u>26.8</u>	<u>26.1</u>	<u>29.0</u>	<u>31.5</u>
Land Forces	19.8	18.9	21.0	22.8
Tactical Air Forces	7.0	7.2	8.0	8.7
Naval Forces	-	-	-	-
Mobility Forces	-	-	-	-
<u>Auxiliary Forces</u>	-	-	-	-
Intelligence	-	-	-	-
Centrally Managed Communications	-	-	-	-
Research & Development	-	-	-	-
Support to Other Nations	-	-	-	-
Geophysical Activities	-	-	-	-
<u>Mission Support Forces</u>	-	-	-	-
Reserve Components Support	-	-	-	-
Base Operating Support	-	-	-	-
Force Support Training	-	-	-	-
Command	-	-	-	-
<u>Central Support Forces</u>	-	-	-	-
Base Operating Support	-	-	-	-
Medical Support	-	-	-	-
Personnel Support	-	-	-	-
Individual Training	-	-	-	-
Command	-	-	-	-
Logistics	-	-	-	-
Federal Agency Support	-	-	-	-
<u>Subtotal-Force Structure Allowance</u>	<u>26.8</u>	<u>26.1</u>	<u>29.0</u>	<u>31.5</u>
<u>Individuals</u>	<u>2.8</u>	<u>3.2</u>	<u>3.3</u>	<u>2.9</u>
Transients	-	-	-	-
Patients, Prisoners & Holders	-	-	-	-
Trainees & Students	2.8	3.2	3.3	2.9
Cadets	-	-	-	-
<u>Total</u>	<u>29.6</u>	<u>29.3</u>	<u>32.2</u>	<u>34.4</u>

Note: Detail may not add to totals due to rounding.

AIR NATIONAL GUARD MANPOWER REQUIREMENTS
(End Paid-Drill Strength in Thousands)

	<u>FY 76</u> <u>Actual</u>	<u>FY 77</u> <u>Actual</u>	<u>FY 78</u> <u>Budget</u>	<u>FY 79</u> <u>Auth.</u>
<u>Strategic Forces</u>	<u>14.7</u>	<u>20.8</u>	<u>20.0</u>	<u>20.7</u>
Strategic Offensive	3.2	10.2	10.7	11.3
Strategic Defensive	10.7	9.8	8.6	8.7
Strategic Control & Surveillance	0.8	0.8	0.7	0.7
<u>General Purpose Forces</u>	<u>60.1</u>	<u>54.2</u>	<u>54.8</u>	<u>55.1</u>
Land Forces	-	-	-	-
Tactical Air Forces	45.9	40.2	41.0	40.0
Naval Forces	-	-	-	-
Mobility Forces	14.2	14.0	13.8	15.1
<u>Auxiliary Forces</u>	<u>10.4</u>	<u>10.3</u>	<u>10.5</u>	<u>10.4</u>
Intelligence	-	-	-	-
Centrally Managed Communications	9.9	9.8	9.9	9.8
Research & Development	-	-	-	-
Support to Other Nations	-	-	-	-
Geophysical Activities	0.5	0.5	0.6	0.6
<u>Mission Support Forces</u>	<u>4.2</u>	<u>4.2</u>	<u>4.3</u>	<u>4.4</u>
Reserve Components Support	2.1	2.1	2.2	2.3
Base Operating Support	0.4	0.4	0.4	0.4
Force Support Training	1.7	1.7	1.7	1.7
Command	-	-	-	-
<u>Central Support Forces</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Base Operating Support	-	-	-	-
Medical Support	-	-	-	-
Personnel Support	-	-	-	-
Individual Training	-	-	-	-
Command	-	-	-	-
Logistics	-	-	-	-
Federal Agency Support	-	-	-	-
<u>Subtotal-Force Structure Allowance</u>	<u>89.4</u>	<u>89.5</u>	<u>89.6</u>	<u>90.6</u>
<u>Individuals</u>	<u>1.6</u>	<u>1.7</u>	<u>2.4</u>	<u>2.4</u>
Transients	-	-	-	-
Patients, Prisoners & Holdees	-	-	-	-
Trainees & Students	1.6	1.7	2.4	2.4
Cadets	-	-	-	-
<u>Total</u>	<u>91.0</u>	<u>91.2</u>	<u>92.0</u>	<u>93.0</u>

Note: Detail may not add to totals due to rounding.

AIR FORCE SELECTED RESERVE MANPOWER REQUIREMENTS
(End Paid-Drill Strength in Thousands)

	<u>FY 76</u> <u>Actual</u>	<u>FY TQ</u>	<u>FY 77</u> <u>FY 78 Budget</u>	<u>FY 78</u> <u>Budget</u>	<u>FY 79</u> <u>Auth.</u>
<u>Strategic Forces</u>	<u>0.6</u>	<u>0.6</u>	<u>1.8</u>	<u>2.3</u>	<u>2.3</u>
Strategic Offensive	-	-	1.2	1.8	1.8
Strategic Defensive	0.6	0.6	0.5	0.5	0.5
Strategic Control & Surveillance	-	-	-	-	-
<u>General Purpose Forces</u>	<u>33.8</u>	<u>34.3</u>	<u>34.5</u>	<u>34.6</u>	<u>34.4</u>
Land Forces	-	-	-	-	-
Tactical Air Forces	5.2	5.2	5.3	5.4	5.2
Naval Forces	-	-	-	-	-
Mobility Forces	28.6	29.1	29.3	29.3	29.2
<u>Auxiliary Forces</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>
Intelligence	-	-	-	-	-
Centrally Managed Communications	-	-	-	-	-
Research & Development	-	-	-	-	-
Support to Other Nations	-	-	-	-	-
Geophysical Activities	0.5	0.5	0.5	0.5	0.5
<u>Mission Support Forces</u>	<u>10.8</u>	<u>10.9</u>	<u>12.2</u>	<u>10.5</u>	<u>10.5</u>
Reserve Components Support	0.4	0.4	0.3	0.3	0.3
Base Operating Support	3.5	3.5	3.6	3.6	3.6
Force Support Training	0.1	-	-	-	-
Command	6.8	7.0	8.3	6.6	6.6
<u>Central Support Forces</u>	<u>1.9</u>	<u>1.9</u>	<u>2.3</u>	<u>2.1</u>	<u>2.1</u>
Base Operating Support	-	-	-	-	-
Medical Support	1.5	1.5	1.9	1.7	1.7
Personnel Support	-	-	-	-	-
Individual Training	-	-	-	-	-
Command	-	-	-	-	-
Logistics	0.4	0.4	0.4	0.4	0.4
Federal Agency Support	-	-	-	-	-
<u>Subtotal-Force Structure Allowance</u>	<u>47.6</u>	<u>48.1</u>	<u>51.3</u>	<u>50.0</u>	<u>49.8</u>
<u>Individuals</u>	<u>0.8</u>	<u>0.9</u>	<u>2.0</u>	<u>2.0</u>	<u>2.0</u>
Transients	-	-	-	-	-
Patients, Prisoners & Holdees	-	-	-	-	-
Trainees & Students	0.8	0.9	2.0	2.0	2.0
Cadets	-	-	-	-	-
<u>Total</u>	<u>48.4</u>	<u>49.0</u>	<u>53.3</u>	<u>52.1</u>	<u>51.8</u>

Note: Detail may not add to totals due to rounding.

ARMY CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	FY 76 Actual	FY 77 Actual	FY 78 Budget	FY 79 Auth.
Strategic Forces	<u>0.9</u>	<u>0.7</u>	<u>0.5</u>	<u>0.2</u>
Strategic Offensive	-	-	-	-
Strategic Defensive	0.4	0.3	0.1	-
Strategic Control & Surveillance	0.5	0.5	0.5	0.2
General Purpose Forces	<u>45.0</u>	<u>44.1</u>	<u>44.5</u>	<u>44.4</u>
Land Forces	41.5	40.6	41.0	41.1
Tactical Air Forces	-	-	-	-
Naval Forces	-	-	-	-
Mobility Forces	3.5	3.5	3.5	3.4
Auxiliary Forces	<u>30.1</u>	<u>29.0</u>	<u>28.3</u>	<u>28.1</u>
Intelligence	2.2	2.2	2.1	2.1
Centrally Managed Communications	4.2	3.8	3.7	3.6
Research & Development	22.6	22.0	21.5	21.4
Support to Other Nations	1.0	1.0	1.0	1.0
Geophysical Activities	-	-	-	-
Mission Support Forces	<u>105.2</u>	<u>102.1</u>	<u>96.9</u>	<u>95.7</u>
Reserve Components Support	10.8	10.6	11.2	11.0
Base Operating Support	90.9	87.9	82.0	81.2
Force Support Training	0.2	0.2	0.2	0.2
Command	3.4	3.4	3.6	3.4
Central Support Forces	<u>208.7</u>	<u>208.8</u>	<u>208.3</u>	<u>209.5</u>
Base Operating Support	43.7	45.0	46.1	45.9
Medical Support	24.8	25.0	25.3	25.4
Personnel Support	4.2	4.1	7.9	10.3
Individual Training	18.3	18.3	18.4	18.1
Command	23.2	22.9	19.2	18.6
Logistics	94.6	93.4	91.4	91.5
Federal Agency Support	-	-	-	-
Total	<u>389.9</u>	<u>384.7</u>	<u>378.5</u>	<u>378.3</u>

Note: Detail may not add to totals due to rounding.

NAVY CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	<u>FY 76</u> <u>Actual</u>	<u>FY 77</u> <u>Actual</u>	<u>FY 77</u> <u>FY 78 Budget</u>	<u>FY 78</u> <u>Budget</u>	<u>FY 79</u> <u>Auth.</u>
<u>Strategic Forces</u>	<u>1.6</u>	<u>1.6</u>	<u>2.0</u>	<u>2.4</u>	<u>2.9</u>
Strategic Offensive	1.2	1.2	1.6	1.9	2.5
Strategic Defensive	-	-	-	-	-
Strategic Control & Surveillance	0.4	0.4	0.4	0.4	0.4
<u>General Purpose Forces</u>	<u>5.1</u>	<u>5.1</u>	<u>5.4</u>	<u>5.7</u>	<u>5.7</u>
Land Forces	-	-	-	-	-
Tactical Air Forces	-	-	-	-	-
Naval Forces	0.4	0.4	0.5	0.6	0.6
Mobility Forces	4.7	4.7	4.9	5.1	5.1
<u>Auxiliary Forces</u>	<u>45.0</u>	<u>45.0</u>	<u>43.2</u>	<u>41.7</u>	<u>41.7</u>
Intelligence	1.8	1.7	1.8	1.8	1.8
Centrally Managed Communications	4.0	3.9	3.9	3.5	3.4
Research & Development	37.5	37.5	35.7	34.6	34.6
Support to Other Nations	0.3	0.4	0.5	0.5	0.5
Geophysical Activities	1.4	1.4	1.4	1.4	1.4
<u>Mission Support Forces</u>	<u>31.8</u>	<u>30.4</u>	<u>29.7</u>	<u>29.4</u>	<u>29.4</u>
Reserve Components Support	3.0	3.0	3.0	2.9	2.9
Base Operating Support	25.6	25.2	24.9	24.7	24.7
Force Support Training	0.5	0.5	0.5	0.5	0.5
Command	2.7	1.8	1.3	1.3	1.3
<u>Central Support Forces</u>	<u>218.9</u>	<u>217.2</u>	<u>219.8</u>	<u>218.4</u>	<u>221.3</u>
Base Operating Support	26.6	25.9	26.2	24.2	24.2
Medical Support	9.1	9.1	9.8	9.7	9.7
Personnel Support	1.8	1.8	1.8	2.0	2.0
Individual Training	7.7	7.8	8.0	7.6	7.6
Command	17.6	17.3	17.3	17.8	17.6
Logistics	156.1	155.4	156.7	157.1	160.3
Federal Agency Support	-	*	*	*	*
<u>Total</u>	<u>302.4</u>	<u>299.4</u>	<u>300.1</u>	<u>297.6</u>	<u>301.0</u>

Note: Detail may not add to totals due to rounding.

*Fewer than 50 spaces.

MARINE CORPS CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	<u>FY 76</u> <u>Actual</u>	<u>FY TQ</u>	<u>FY 77</u> <u>FY 78 Budget</u>	<u>FY 78</u> <u>Budget</u>	<u>FY 79</u> <u>Auth.</u>
<u>Strategic Forces</u>	-	-	-	-	-
Strategic Offensive					
Strategic Defensive					
Strategic Control & Surveillance					
<u>General Purpose Forces</u>	-	-	-	-	-
Land Forces					
Tactical Air Forces					
Naval Forces					
Mobility Forces					
<u>Auxiliary Forces</u>	-	-	-	-	-
Intelligence					
Centrally Managed Communications					
Research & Development					
Support to Other Nations					
Geophysical Activities					
<u>Mission Support Forces</u>	<u>9.7</u>	<u>10.1</u>	<u>10.6</u>	<u>10.5</u>	<u>10.5</u>
Reserve Components Support	0.1	0.1	0.1	0.1	0.1
Base Operating Support	9.7	10.0	10.5	10.4	10.4
Force Support Training	-	-	-	-	-
Command	-	-	-	-	-
<u>Central Support Forces</u>	<u>9.2</u>	<u>9.2</u>	<u>9.5</u>	<u>9.4</u>	<u>9.5</u>
Base Operating Support	4.3	4.4	4.4	4.4	4.4
Medical Support	-	-	-	-	-
Personnel Support	0.1	0.1	0.1	0.1	0.1
Individual Training	0.3	0.3	0.3	0.3	0.3
Command	2.0	1.9	2.0	1.9	1.9
Logistics	2.6	2.6	2.7	2.8	2.8
Federal Agency Support	-	-	-	-	-
<u>Total</u>	<u>19.0</u>	<u>19.3</u>	<u>20.1</u>	<u>19.9</u>	<u>20.0</u>

Note: Detail may not add to totals due to rounding.

AIR FORCE CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	<u>FY 76</u> <u>Actual</u>	<u>FY TQ</u>	<u>FY 77</u> <u>FY 78 Budget</u>	<u>FY 78</u> <u>Budget</u>	<u>FY 79</u> <u>Auth.</u>
<u>Strategic Forces</u>	<u>6.8</u>	<u>6.5</u>	<u>7.9</u>	<u>9.1</u>	<u>9.0</u>
Strategic Offensive	1.4	1.6	3.1	3.8	3.9
Strategic Defensive	4.5	4.1	3.9	4.2	4.1
Strategic Control & Surveillance	0.9	0.9	0.9	1.0	1.0
<u>General Purpose Forces</u>	<u>28.7</u>	<u>28.6</u>	<u>28.1</u>	<u>27.7</u>	<u>27.7</u>
Land Forces	-	-	-	-	-
Tactical Air Forces	14.2	14.3	13.8	13.5	13.6
Naval Forces	-	-	-	-	-
Mobility Forces	14.5	14.3	14.3	14.2	14.1
<u>Auxiliary Forces</u>	<u>31.0</u>	<u>30.5</u>	<u>31.2</u>	<u>30.7</u>	<u>30.5</u>
Intelligence	2.9	2.7	2.6	2.5	2.4
Centrally Managed Communications	5.2	5.2	5.3	5.2	5.1
Research & Development	21.5	21.1	19.5	19.2	19.2
Support to Other Nations	0.3	0.4	2.6	2.7	2.6
Geophysical Activities	1.1	1.1	1.2	1.1	1.1
<u>Mission Support Forces</u>	<u>70.3</u>	<u>69.1</u>	<u>63.8</u>	<u>61.4</u>	<u>61.2</u>
Reserve Components Support	4.8	4.8	4.7	4.3	4.1
Base Operating Support	59.8	58.6	53.1	51.2	51.2
Force Support Training	2.0	2.0	2.1	2.1	2.1
Command	3.8	3.8	3.9	3.8	3.8
<u>Central Support Forces</u>	<u>125.0</u>	<u>124.9</u>	<u>126.3</u>	<u>127.4</u>	<u>128.7</u>
Base Operating Support	30.4	30.3	33.7	33.4	34.4
Medical Support	7.0	7.4	7.7	7.6	7.7
Personnel Support	1.2	1.2	1.4	1.4	1.4
Individual Training	6.9	6.7	6.4	6.3	6.4
Command	11.1	10.6	10.7	10.5	10.5
Logistics	68.2	68.8	66.3	68.1	68.3
Federal Agency Support	*	*	0.1	0.1	0.1
<u>Total</u>	<u>261.7</u>	<u>259.8</u>	<u>257.2</u>	<u>256.2</u>	<u>257.1</u>

Note: Detail may not add to totals due to rounding.

*Fewer than 50 spaces.

DEFENSE AGENCIES 1/ CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	FY 76 Actual	FY 77 TQ	FY 77 FY 78 Budget	FY 78 Budget	FY 79 Auth.
<u>Strategic Forces</u>	<u>1.2</u>	<u>1.1</u>	<u>1.2</u>	<u>1.2</u>	<u>1.2</u>
Strategic Offensive	-	-	-	-	-
Strategic Defensive	0.6	0.6	0.6	0.6	0.6
Strategic Control & Surveillance	0.5	0.5	0.6	0.6	0.6
<u>General Purpose Forces</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Land Forces	-	-	-	-	-
Tactical Air Forces	-	-	-	-	-
Naval Forces	-	-	-	-	-
Mobility Forces	-	-	-	-	-
<u>Auxiliary Forces</u>	<u>11.7</u>	<u>11.6</u>	<u>11.6</u>	<u>11.5</u>	<u>11.5</u>
Intelligence	2.6	2.6	2.6	2.6	2.6
Centrally Managed Communications	1.1	1.1	1.1	1.1	1.1
Research & Development	0.3	0.3	0.3	0.3	0.3
Support to Other Nations	0.1	0.1	0.1	0.1	0.1
Geophysical Activities	7.6	7.5	7.5	7.4	7.4
<u>Mission Support Forces</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Reserve Components Support	-	-	-	-	-
Base Operating Support	-	-	-	-	-
Force Support Training	-	-	-	-	-
Command	-	-	-	-	-
<u>Central Support Forces</u>	<u>59.7</u>	<u>65.8</u>	<u>67.4</u>	<u>66.4</u>	<u>66.3</u>
Base Operating Support	6.3	5.9	6.3	5.9	5.8
Medical Support	0.2	0.2	0.2	0.2	0.2
Personnel Support	3.6	10.7 2/	11.3	11.2	11.3
Individual Training	*	0.1	0.2	-	-
Command	5.9	5.9	6.2	6.3	6.3
Logistics	43.7	43.1	43.1	42.7	42.6
Federal Agency Support	-	-	-	-	-
<u>Total</u>	<u>72.5</u>	<u>78.5</u>	<u>80.2</u>	<u>79.0</u>	<u>79.0</u>

Note: Detail may not add to totals due to rounding.

1/ Excludes NSA manpower due to security reasons.

2/ The FY 1977 increase in Personnel Support is entirely due to the change in fiscal year end from June to September. Over 7,000 personnel associated with education of dependents overseas work only during the school year and so appear on the roles in September but not in June.

*Fewer than 50 spaces.

CHAPTER III

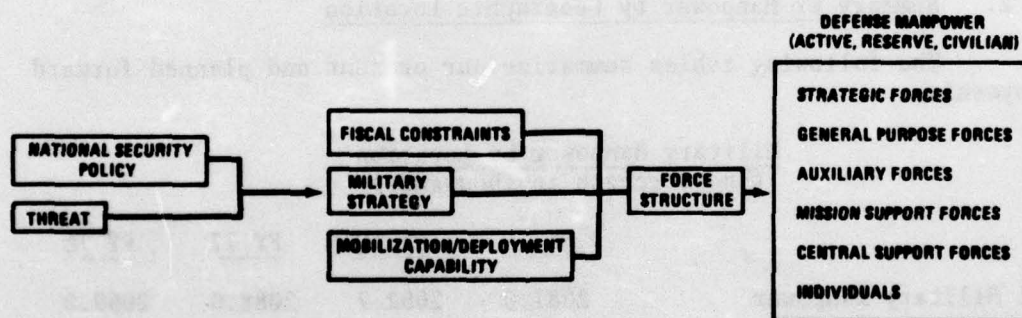
MANPOWER AND U.S. NATIONAL SECURITY

A. National Security Objectives and Policy

The basic national security objective is to preserve the United States as a free nation with its fundamental institutions and values intact. This involves assuring the physical security of the United States and maintaining an international environment in which US interests are protected. Achieving this objective is dependent upon the ability to influence international affairs from a position of recognized strength, to fight when necessary, and to terminate conflicts on terms compatible with US national security interests. To those ends, strong and capable Armed Forces are essential. A more detailed and comprehensive statement of the objectives of American foreign policy and the way in which defense policies and strategy support their attainment can be found in the Secretary of Defense's Annual Report to Congress for FY 1978.

B. Force Structure

The Defense manpower program is related to national security policy as shown in the following diagram.



Defense manpower comprises active and reserve military and civilian personnel. The size of the manpower program is based on the forces required to execute our military strategy. The size of the force structure is also affected by fiscal constraints and our capability to mobilize and deploy forces in the event of war. Military strategy is based on national security policy and the threat, both of which are described in detail in the Annual Report of the Secretary of Defense for FY 1978.

The force structure for FY 1978 is again based on DoD's "total force" policy. This policy recognizes that all units in the force structure contribute to our success in wartime. In structuring our forces, units are placed in the reserve components whenever possible to maintain as small a peacetime force as national security policy and our military strategy permit. Active units are those forces needed for a contingency not involving mobilization; for early deployment in a major

war before reserve components units can be deployed; for forward deployment in peacetime; and to act as a deterrent against major conflict. Units in the reserve components are available upon mobilization to bring the total force to its desired combat capability. These reserve forces must also be responsible to call-up for limited periods without a declaration of war or national emergency.

C. Force Deployments

1. Forward Deployments

The forward deployment of US forces is an integral part of US national security policy. Specifically, we maintain forward deployments of our forces in regions most vital to US interests to:

- Deter aggression by demonstrating to potential enemies and to our allies the US resolve to honor its major commitments;
- Enable the United States to assist our allies in the event they are attacked;
- Provide the President with the flexibility for prompt response to contingencies.

2. Summary of Manpower by Geographic Location

The following tables summarize our present and planned forward deployments.

Military Manpower by Location
(End Strength in Thousands)

	<u>FY 76</u>	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Total Military Manpower	2081.0	2082.7	2088.0	2089.0
US Territories & Possessions (Afloat)	1629.1 (149.2)	1619.1 (135.9)	1631.0 (148.4)	1631.3 (147.9)
Total Foreign Countries (Afloat)	451.8 (61.6)	463.7 (77.7)	457.0 (57.8)	457.6 (57.1)
Western Europe & Related Areas	303.7	323.3	317.7	319.6
Western Pacific & Southeast Asia	136.1	129.2	130.0	128.6
Other Countries & Areas	11.8	11.2	9.3	9.4

Note: Detail may not add to totals due to rounding.

3. European Deployments

Total manpower programmed for Europe has increased slightly from FY 1976 to FY 1978. Deployment levels at the end of the Transition Quarter were high due to a temporary increase in Navy and Marine Corps personnel afloat in the European area. Improved utilization of manpower in Europe will provide NATO with increased conventional combat capability. The restructuring of US forces to improve combat capability is consistent with the provisions of the Nunn Amendment to the FY 1975 Department of Defense Appropriation Authorization Act which required the non-combat component of the US military strength in Europe to be reduced by 18,000 by end-FY 1976.

Over the past two years the US has made significant force structure changes to improve the combat capability of its peacetime deployed forces. By end-FY 1977 approximately 17,500 combat spaces will have replaced the 12% support reduction made under the Nunn Amendment. The most visible Army increases resulted from the deployment of two brigades to Germany. These deployments have increased Army combat power in Europe from 4-1/3 to 5 division equivalents. Plans are underway to move one of these brigades into Northern Germany thereby increasing tactical flexibility in the NORTHAG sector of NATO. In addition, the Air Force will increase significantly its combat capability in FY 1977 by replacing an F-4 wing with a wing of F-111 aircraft, and introducing a wing of F-15s in addition to existing forces.

In conjunction with these improvements the Department is reviewing its capability to mobilize and deploy reinforcements to NATO. Major efforts are underway to provide better management of the manpower required to mobilize and reinforce Europe, increase readiness of early deploying units and improve both airlift and sealift capabilities to move the reinforcements.

The following table displays by Service the military manpower deployed to Western Europe and Related Areas:

Deployed Military Manpower
Western Europe and Related Areas
(End Strengths in Thousands)

	<u>FY 76</u>	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Army	190.1	191.2	200.2	202.6
Navy	39.3	53.0	40.3	39.2
(Afloat)	(25.5)	(39.4)	(26.3)	(25.5)
Marine Corps	5.2	9.8	3.4	3.4
(Afloat)	(3.8)	(8.5)	(2.1)	(2.1)
Air Force	<u>69.1</u>	<u>69.3</u>	<u>73.8</u>	<u>74.4</u>
TOTAL	303.7	323.3	317.7	319.6
(Afloat)	(29.3)	(47.9)	(28.4)	(27.6)

4. Western Pacific Deployments

a. Deployments. Our force levels in the Western Pacific are programmed to remain stable in FY 1978. These include an Army division and supporting elements in Korea, elements of a Marine division and wing in Japan (including the Prefecture of Okinawa), nine Air Force tactical fighter squadrons -- deployed in Korea, Okinawa, and the Philippines -- and naval and amphibious forces afloat. There will be some realignment of support forces in the area, principally in the Army. The following table displays by Service the military deployed in the Western Pacific and SEA:

Deployed Military Manpower
Western Pacific and Southeast Asia
(End Strengths in Thousands)

	<u>FY 76</u>	<u>FY 77</u>	<u>FY 77</u>	<u>FY 78</u>
Army	38.5	36.6	36.1	34.9
Navy	38.6	36.4	38.2	38.3
(Afloat)	(25.7)	(23.6)	(25.0)	(25.1)
Marine Corps	26.3	24.7	24.6	24.3
(Afloat)	(3.8)	(2.8)	(3.0)	(3.0)
Air Force	<u>32.7</u>	<u>31.5</u>	<u>31.1</u>	<u>31.1</u>
TOTAL	136.1	129.2	130.0	128.6
(Afloat)	(29.5)	(26.4)	(28.0)	(28.1)

b. Thailand. All combat forces were withdrawn from Thailand by the end of the Transition Quarter. US military manpower remaining in Thailand consists only of Defense Attaches, Marine Guards for the US Embassy in Bangkok and a small team associated with security assistance. Military manpower in Thailand programmed for end-FY 1977 in the FY 1977 President's Budget compared to the figure in the FY 1978 President's Budget is shown in the following table:

Military Manpower in Thailand
(End-FY 1977)

	<u>Programmed FY 1977 President's Budget</u>	<u>Manpower Redeployed as Units</u>	<u>Manpower Converted to other Programs</u>	<u>Programmed FY 1978 President's Budget</u>
Army	1,456	31	1,306	119
Navy	240	4	176	60
Marine Corps	31	0	13	18
Air Force	<u>1,539</u>	<u>1,298</u>	<u>182</u>	<u>59</u>
Total	3,266	1,333	1,677	256

The table, which responds to a request by the House Appropriation Committee, (House Report 94-1231, page 43), shows that 1,333 manpower spaces were redeployed as units to other locations while 1,677 spaces were converted by the Services to high priority manpower requirements. The Army had the bulk of the converted manpower spaces and used this manpower to improve the manning of its new divisions and for other high priority programs.

5. Other Deployments

Deployments outside Europe and Related Areas, the Western Pacific Area and Southeast Asia include naval activities in Bermuda for operation and support of patrol aircraft covering the central Atlantic area, USAF Southern Air Division (TAC) in the Panama Canal Zone, and naval forces deployed to the Indian Ocean. Overseas homeporting of the flagship of the Middle East Force (MEF) may end in FY 1977, although the flagship will continue to be forward deployed in the area in either event. Most of the remaining deployed manpower is allocated to small Military Assistance Groups and diplomatic missions.

CHAPTER IV

STRATEGIC FORCES

A. Definition

Strategic Forces consist of those nuclear offensive, defensive, and control and surveillance forces that are intended to deter nuclear attack, enhance deterrence of conventional attack and, if necessary, respond to strategic attack. To fulfill these objectives in strategic force planning, we strive to maintain a reliable strategic force, placing emphasis on measures that both enhance survivability and assure our ability to penetrate defenses. In addition, we seek to provide reliable early warning capabilities to minimize the likelihood and consequences of surprise, and to provide an effective and reliable command and control system for all strategic forces.

Included in this category are the strategic bombardment and tanker aircraft of the Air Force, the ICBM and SLBM missiles and launcher systems of the Air Force and Navy, and the air defense interceptor forces and associated ground environment systems of the Air Force. Also included in this category are the aircraft, airborne command control and communications, and ground environment systems operated by the Air Force to provide a comprehensive warning and command and control capability.

B. Strategic Forces Manpower

The following table displays Strategic Forces manpower:

Strategic Forces Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active			
Strategic Offensive	79.1	73.9	76.6
Strategic Defensive	12.9	11.6	11.5
Strategic Control and Surveillance	12.7	12.5	12.6
Total DoD	<u>104.7</u>	<u>98.0</u>	<u>100.7</u>
Reserve Components			
Strategic Offensive	10.5	12.0	13.2
Strategic Defensive	10.4	9.1	9.2
Strategic Control and Surveillance	0.8	0.8	0.8
Total DoD	<u>21.7</u>	<u>22.0</u>	<u>23.2</u>
<u>Civilian</u>			
Strategic Offensive	2.8	4.7	5.7
Strategic Defensive	5.0	4.6	4.8
Strategic Control and Surveillance	2.3	2.4	2.2
Total DoD	<u>10.0</u>	<u>11.6</u>	<u>12.8</u>

Note: Detail may not add to totals due to rounding.

C. Strategic Offensive Forces

To achieve a strong deterrent posture the US maintains a well-diversified mix of strategic offensive forces consisting of land-based ICBMs, sea-based SLBMs and manned bombers with their supporting communications systems. Strategic Offensive Forces are displayed in the following table:

Strategic Offensive Forces

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Bombers:			
B-52 (UE) 1/	316	316	316
FB-111 (UE)	66	66	66
KC-135 (UE)			
Active Force	575	519	487
Air Reserve Components	40	96	128
Missiles:			
Titan II (UE)	54	54	54
Minuteman (UE)	1000	1000	1000
Polaris/Poseidon	656	656	656
Ballistic Missile Submarines (SSBN)	41	41	41
Submarine Tenders (AS)	5	5	5

1/ Unit Equipment (UE) is the basis for manning aircraft squadrons.

The following table displays Strategic Offensive Forces manpower:

Strategic Offensive Forces Manpower (End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	79.1	73.9	76.6
Reserve Components	10.5	12.0	13.2
<u>Civilian</u>	2.8	4.7	5.7

Active military manpower decreases in FY 1977 and FY 1978 are due to transfer of KC-135 aircraft to the reserve force, reductions in the manning of Minuteman ICBM crews, and reductions in maintenance activities. However, in FY 1978, these reductions are more than offset by increased manning in nuclear security forces.

The increase in reserve components manpower in FY 1977 and FY 1978 is due to the continued transfer of KC-135 aircraft from the active forces.

The change in civilian manpower is largely attributable to an increase in the number of reserve components technicians who support KC-135 aircraft. These increases are offset by reserve force decreases in other DPPC so that the overall Air Reserve Force technician levels are relatively constant. These civilian technicians are also members of the Selected Reserve and are included in the reserve component strengths.

D. Strategic Defensive Forces

Strategic Defensive Forces include the aircraft and radars used for surveillance and control of U.S. airspace as well as the military element of the civil defense function.

1. Air Defense

The US interceptor force consists of six active and six ANG F-106 squadrons, three ANG F-101 squadrons, one ANG F-4 squadron. They operate from peacetime alert sites around the periphery of the 48 contiguous states. Additional alert sites, located on Air Force tactical bases, are maintained with F-4 aircraft. We also maintain one active Air Force tactical F-4 squadron in Alaska and Army General Purpose Forces Nike-Hercules and Hawk batteries in Alaska and Florida.

Last year it was proposed to phase out the EC-121 airborne radar force by the end of FY 1977, consistent with the planned introduction of the E-3A AWACS. In reviewing the plans this past year, it was determined that a coverage gap would exist in the North Atlantic region if the EC-121s were phased-out and removed from Iceland before the E-3As were available. Thus, we now plan to retain the Reserve EC-121 squadron, home-based at Homestead AFB, Florida, through FY 1978. Additional aircraft, increasing the squadron UE to ten EC-121s, and active aircrews will continue to augment the reserve unit to enable it to maintain three EC-121 aircraft in Iceland until AWACS becomes available.

2. Civil Defense

The two key elements of the US civil defense program for the protection of the US population in the event of a nuclear attack are:

- development of plans for relocation of population from high risk areas near key military installations and from major metropolitan areas, and
- protection of the entire population from nuclear fallout.

About 1,200 military reservists are assigned for emergency planning and operations to Federal, State and local civil defense offices.

Strategic Defensive Forces are displayed in the following table:

<u>Strategic Defensive Forces</u>			
	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Air Defense</u>			
Interceptor Squadrons			
Active (F-106)	6	6	6
ANG (F-101, F-106, F-4)	10	10	10
Def Sys Eval Sqdn (Active and ANG)	3	3	3
Control Centers	11	11	11
Airborne EC-121 (UE)	10	10	10
Ground Radars	84	82	82

Manpower required for Strategic Defensive Forces is shown in the following table:

<u>Strategic Defensive Forces Manpower</u> (End Strength in Thousands)			
	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	12.9	11.6	11.5
Reserve Components	10.4	9.1	9.2
<u>Civilian</u>	5.0	4.6	4.8

The active military and civilian reductions in FY 1977 reflect the conversion to contractor support of all functions except radar operations at Air Force Aircraft Control and Warning sites and other minor program changes. Civilian manpower increases in FY 1978 are due to the conversion of military positions to civilian for non-operating functions at SAGE radar installations. The military reductions in FY 1978 are partially offset by an increase in nuclear security forces.

E. Strategic Control and Surveillance Forces

Strategic Control and Surveillance Forces provide warning to the United States of impending attacks by enemy ICBMs. These forces also provide command and control facilities to the National Command Authority.

1. Ballistic Missile Defense

In accordance with FY 1976 Congressional direction, operation of the SAFEGUARD System has been terminated. The missile radar has been inactivated and the interceptor missiles and warheads removed.

The Perimeter Acquisition Radar (PAR) remains fully operational in support of the NORAD attack assessment mission. Responsibility for its operation will be transferred from the Army to the Air Force not later than 1 October 1977. While data is received considerably later than data, the PAR provides more accurate information on the numbers of attacking missiles and their targets than is currently available from any of our other warning systems. We continue R&D on all types of missile defense at a pace adequate to maintain the technological base and to preserve options to meet potential future requirements.

2. Ballistic Missile Attack Warning and Space Systems

The Satellite Early Warning system, the Ballistic Missile Early Warning System and the SLBM detection radars will continue to be relied on for warning of missile attacks. Surveillance of satellites and orbiting objects will be provided primarily by four radar sensors/systems and four optical systems. Additional SPACETRACK coverage is provided by the missile warning radars as a secondary mission.

Information essential to understanding foreign space activity will continue to be provided by the existing USAF SPACETRACK systems and the Navy's SPASUR system, both of which are tied into NORAD and supported by the Space Defense Center for continuous monitoring of foreign and U.S. space activities.

3. Command and Control

The strategic command and control system assures the President continuous control of our nuclear forces. The Advanced Airborne Command Post program, initiated in FY 1973, will be continued. In addition, development will continue on other programs to ensure that our command and control system will be able to perform its mission in the future.

Strategic Control and Surveillance Forces are shown in the following table:

<u>Strategic Control and Surveillance Forces</u>			
	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Space Surveillance Forces</u>			
Radar Sensors/Systems	12	12	12
Optical Sensors	4	4	4
<u>Strategic Command and Control</u>			
National Level Command Centers	3	3	3
Major Subordinate Level Commands	15	15	15
Major Communications Systems	15	15	15
<u>Ballistic Missile Defense</u>			
Missile Warning			
Satellites/Ground Stations	3/3	3/3	3/3
Radars (includes PAR)	10	10	10

Manpower associated with Strategic Control and Surveillance Forces is shown below:

<u>Strategic Control and Surveillance Forces Manpower</u> (End Strength in Thousands)			
	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	12.7	12.5	12.6
Reserve Components	0.8	0.8	0.8
<u>Civilians</u>	2.3	2.4	2.2

The FY 1977 changes in active military manpower result from reduced manpower supporting operations at Shemya, Japan and Cheyenne Mountain. The increase in FY 1978 reflects a phased increase in the SPACETRACK program.

F. Strategic Forces Deployments

The following table shows that, except for our sea-based SLBMs, that US strategic forces are primarily located in CONUS.

END FY 78 STRATEGIC FORCES

<u>UNIT</u>	<u>LOCATION</u>	<u>MISSION</u>
<u>OFFENSIVE</u>		
<u>AIR FORCE</u>		
<u>Active</u>		
1054 ICBM	CONUS	
24 Bomber Squadrons (B-52/FB-111)	1 Guam 23 CONUS	
30 Tanker Squadrons	1 Japan 29 CONUS	Deter nuclear attack against the U.S. and its allies, our military forces, and bases. If deterrence should fail, support measures aimed at early war termination at the lowest possible level of conflict on terms acceptable to the US and its allies.
<u>ANG</u>		
13 Tanker Squadrons (KC-135)	CONUS	
<u>Reserve</u>		
3 Tanker Squadrons (KC-135)	CONUS	
<u>NAVY</u>		
<u>Active</u>		
41 SSBNs and 5 Submarine Tenders	Charleston, S.C. Holy Loch, Scotland Guam, and Rota, Spain.	
<u>Reserve</u>		
3 Submarine Tender Augmentation Units	CONUS	
1 FBM Control System Communication Squadron Augmentation Unit	CONUS	

DEFENSIVE

AIR FORCE

Active

6 Interceptor
Squadrons

CONUS

Airspace Surveillance
and control & world-wide
air defense.

1 Defense Sys Eval
Squadron (EB-57)

CONUS

Defense systems
evaluation & ECM
training.

ANG

10 Interceptor
Squadrons (F-4,
F-101, F-106)

CONUS

Airspace surveillance
and control.

2 Def Sys Eval
Squadrons
(EB-57)

CONUS

Defense systems
evaluation & ECM
training.

Reserve

1 AEW&C Squadron
(EC-121)

CONUS

Support of Iceland
air defense mission and
CONUS defense contingencies.

G. FY 1979 Strategic Forces Manpower

The following table compares manpower requirements for Strategic Forces in FY 1978 and FY 1979.

Strategic Forces Manpower Requirements
(End Strength in Thousands)

	<u>Active</u>		<u>Reserve Components</u>		<u>Civilian</u>	
	<u>FY 78</u>	<u>FY 79</u>	<u>FY 78</u>	<u>FY 79</u>	<u>FY 78</u>	<u>FY 79</u>
Strategic Offensive	76.6	77.6	13.2	13.3	5.7	6.4
Strategic Defensive	11.5	9.5	9.2	9.2	4.8	4.7
Strategic Control and Surveillance	12.6	12.7	0.8	0.8	2.2	2.2
Total DoD	100.7	99.8	23.2	23.3	12.8	13.3

Note: Detail may not add to totals due to rounding.

The increase in active military strategic offensive forces is due to the Navy's Trident program. This is offset by reductions in Air Force strategic defensive forces made possible through the implementation of the Joint Surveillance System. Civilian manpower increases in FY 1979 reflect growth in the Navy's Trident program.

CHAPTER V

GENERAL PURPOSE FORCES

A. Introduction

General Purpose Forces consist of Land Forces of the Army and Marine Corps, Tactical Air Forces of the Air Force, Navy, and Marine Corps as well as Naval Forces and Mobility Forces. These forces are designed and equipped to deter conflicts through a visible capability to resist aggression against any country or area vital to our interests. Inherent in these forces is the capability to conduct military operations at any level of warfare.

Included in this category are the Army's combat divisions, separate combat brigades, regiments and tactical support units. Marine units in this category include not only their combat divisions, but also air wings and ship security detachments. Air Force units in this category include fighter, reconnaissance and special operations squadrons as well as both tactical and strategic airlift forces. The bulk of Navy manpower in this category is devoted to naval forces for ship manning requirements, including a significant element for operation of aircraft carriers and associated air wings.

The following table displays General Purpose Forces manpower by subcategory.

<u>General Purpose Forces Manpower</u> (End Strength in Thousands)			
	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
<u>Active</u>			
Land Forces	541.2	545.3	554.1
Tactical Air Forces	157.4	177.3	178.2
Naval Forces	169.8	175.6	178.4
Mobility Forces	41.3	40.2	38.9
Total DoD	909.7	938.4	949.6
<u>Reserve Components</u>			
Land Forces	491.0	513.9	531.6
Tactical Air Forces	57.1	58.2	57.8
Naval Forces	50.2	50.3	41.7
Mobility Forces	44.4	44.5	45.8
Total DoD	642.7	666.8	676.8
<u>Civilian</u>			
Land Forces	40.6	41.0	41.1
Tactical Air Forces	14.3	13.8	13.5
Naval Forces	0.4	0.5	0.6
Mobility Forces	22.5	22.7	22.7
Total DoD	77.8	78.0	77.8

Note: Detail may not add to totals due to rounding.

B. Land Forces - Forces, Manpower, Capabilities, and Missions

1. Summary of Forces and Manpower

The following tables summarize Land Forces and manpower. Reserve component forces provide a significant portion of these manpower intensive forces.

Land Force Levels

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Army</u>			
<u>Divisions (Brigades)</u>			
Active <u>1/</u>			
Deployed	5(18)	5(18)	5(18)
CONUS/Hawaii <u>2/</u>	11(30)	11(32)	11(32)
Reserve Components	8(24)	8(24)	8(24)
TOTAL	24(72)	24(74)	24(74)
<u>Separate Brigades</u>			
Active			
Deployed	2	2	2
CONUS/Alaska	4	4	4
Reserve Components <u>3/</u>	16	18	18
TOTAL	22	24	24
<u>Armored Cavalry Regiments</u>			
Active			
Deployed	2	2	2
CONUS	1	1	1
Reserve Components	3	3	3
TOTAL	6	6	6
<u>Marine Corps Divisions</u>			
Active			
Deployed	1	1	1
CONUS	2	2	2
Reserve Components	1	1	1
TOTAL	4	4	4

- 1/ In FY 1978, ten Army divisions have three active brigades each; four Army divisions have two active and one reserve "round out" brigade each; two Army divisions have four active brigades each.
- 2/ Includes four Reserve Components "round-out" brigades.
- 3/ The 33d Infantry Brigade (Illinois National Guard) is provided for school support and is not included. This unit is in the Central Support Forces Category.

Land Forces Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	541.2	545.3	554.1
Reserve Components	491.0	513.9	531.6
<u>Civilian</u>	40.6	41.0	41.1

The increases in Land Forces manpower reflect improvements in the manning levels of active Army divisions, addition of air defense and anti-armor units and other force adjustments in the Army. The increase in reserve components manpower is due to the anticipated improvements in manning of the Army Reserve and Army National Guard based on Congressional approval of the Reserve Components Readiness Improvement Package. Details are in the Army chapter.

2. Capabilities of Land Forces

Land Forces are subdivided into two subcategories: Division Forces and Theater Forces. Division Forces comprise the combat divisions, brigades, regiments, and the additional combat and tactical support units required in the theater of operations to sustain combat operations of the divisions. Division Forces provide the bulk of land combat power in the potential theaters of major warfare. Theater Forces comprise the combat and support units required in the theater of operations to accomplish missions other than conventional land combat such as air defense and long-range tactical nuclear firepower (surface-to-surface missiles). Theater Forces, as defined above, are unique to the Army for reasons of mission and organization.

a. Army Division Forces

(1) The division is the basic combat organization of the Army. It includes under a single commander all combat arms (infantry, armor, artillery, engineer and aviation) and some of the support (signal, supply, transportation, maintenance, and administration) to fight a battle. The Army division includes from nine to eleven maneuver battalions and four artillery battalions. There are several types of Army divisions and each is designed for a particular role on the battlefield. The strength of the division varies according to type as shown in the following table.

Characteristics of Typical Army Divisions

<u>Type Division</u>	<u>Objective Mix of Maneuver Battalions</u>				<u>Auth Wartime Strength</u>	<u>Remarks</u>
	<u>Inf</u>	<u>Mech</u>	<u>Tank</u>	<u>Total</u>		
Armored	-	5	6	11	16,558	Mobile defense or attack
Mechanized	-	6	4	10	16,267	Mobile defense or attack
Infantry	8	1	1	10	16,572	All-around capability against light forces
Airborne	9	-	1	10	14,890	Parachute assault; strategic mobility
Air Assault	9	-	-	9	17,729	Battlefield mobility chiefly against light forces

(2) The division cannot operate alone in the theater of war; additional combat units and support units are necessary to allow it to operate at its intended level of combat power. These additional units, which are included in the category entitled Division Forces, are part of the corps and theater organizations.

(3) About 60% of Army combat power in the Division Forces category is in the divisions themselves. The remaining combat power is in the following organizations:

(a) Separate combat brigades are similar to divisions, except that they are smaller. A separate brigade includes from three to five maneuver battalions, one artillery battalion, and appropriate support units. Infantry, mechanized, and armored brigades differ by battalion mix. A separate brigade may be attached to a division or employed separately under a corps or theater commander.

(b) The cavalry brigade (air combat) is a new organization that includes attack helicopters and "air cavalry". This brigade exploits the capabilities of helicopters in land warfare. It is normally employed as a separate brigade under control of the corps commander.

(c) The Armored cavalry regiment is an organization consisting of infantry, tank, artillery, and reconnaissance elements integrated at squadron (battalion) level. The armored cavalry regiment is designed for such roles as reconnaissance, flank protection, and screening the divisions and brigades.

(d) Separate artillery battalions comprise about one-half the total artillery of the division forces. This non-divisional artillery, which includes missile battalions as well as cannon artillery, normally is part of the corps organization.

b. Marine Corps Division Forces

(1) The National Security Act of 1947, as amended, assigns the Marine Corps the mission of providing "... Fleet Marine Forces of combined arms, together with supporting air components, for service with the fleet in the seizure or defense of advanced naval bases and for the conduct of such land operations as may be essential to the prosecution of a naval campaign." The Marine Amphibious Force (MAF) is the basic element for the conduct of amphibious operations or land operations ashore. The MAF is an integrated force of combined arms, consisting typically of a Marine Division, a Marine Aircraft Wing, supporting elements from Force Troops, and a Force Service Support Group.

(2) A Marine Division is an infantry division configured specially for amphibious operations with about 18,000 members. It includes nine infantry battalions and three artillery battalions plus units designed specifically to facilitate amphibious operations.

(3) A Marine Aircraft Wing is integral to the MAF and operates in conjunction with a division. Close integration of land and tactical air capabilities is an essential ingredient of the Marine Corps capability for amphibious operations. The manpower associated with the fixed-wing portion of the Marine Air Wings is in the Tactical Air Forces category while helicopter resources are designated as Land Forces aviation.

(4) Force troops provide additional combat and combat support units not organic to the Marine Division, but needed to sustain the operations of the division and air wing. Added combat units include tank and assault amphibian battalions, and artillery batteries.

(5) The Force Service Support Groups provide combat service support units in support of the entire MAF. These units provide transportation, supply, maintenance and administrative support to the MAF.

c. Army Theater Forces. There are four subcategories of Army Theater Forces:

(1) Theater Missile Forces include the surface-to-surface missile units and supporting ammunition supply and maintenance units which provide the theater commander a responsive theater nuclear capability. (The Division Forces also include a nuclear capability because they include dual-capable units which can wage either conventional or nuclear combat.)

(2) Theater Air Defense Forces include surface-to-air missile units and supporting supply, maintenance, and command and control units devoted to the theater-wide air defense mission under the control of the theater commander.

(3) Theater Special Operations Forces include units devoted to special missions including psychological operations, civil affairs support, and unconventional warfare on a theater-wide basis under control of the theater commander.

(4) Theater Defense Forces include active and reserve separate infantry brigades provided for the defense of selected critical areas: Alaska, Berlin, Panama Canal Zone, Iceland, and the Caribbean. Provision of specific units for these essential defense missions achieves economies by allowing the units to be tailored for their missions and precludes diversion of division forces units from the main theaters in the event of war. The following table shows the allocation of these forces:

End FY 78 Theater Defense Forces

<u>Location</u>	<u>Infantry Brigades</u>	
	<u>Active</u>	<u>Reserve Components</u>
Alaska	1	1
Panama	1	1
Berlin	1	-
Iceland	-	1
Caribbean	-	1
TOTAL	3	4

C. Tactical Air Forces

1. Summary of Forces and Manpower

In order to meet the tactical air portion of national strategy goals, the forces shown in the following table are planned for FY 1978. Forces for FY 1970 and FY 1977 are shown for comparison. As shown by the table, all military assets are considered in force planning. For example, the Air National Guard and Air Force Reserve tactical aircraft are an integral part of planned deployments. A table showing the corresponding manpower levels is also included.

The basic organizational building block for tactical air forces is the squadron. Squadrons are composed of like aircraft which vary numerically depending on type and operating environment. Air Force fighter squadrons usually have 24 aircraft unit equipment (UE), while the Navy and Marine Corps fighter squadrons have 12. Specialized squadrons or detachments of each Service (e.g., reconnaissance, ECM) usually have fewer aircraft. The major tactical air force operational

organization is the wing. Wings are composed of one or more squadrons depending on the mission and size of the support facility. Air Force wings are usually made up of three squadrons with like aircraft. Navy and Marine Corps wings are usually composed of five or more squadrons with dissimilar aircraft because their isolated operating environments (carrier or beachhead) demand mixed capability air units.

Tactical Air Forces 1/

Squadrons 2/

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Active</u>			
Air Force	88	91	92
Navy	94	91	86
Marine 3/	30	30	30
<u>Reserve Components</u>			
Air National Guard	37	37	36
Air Force Reserve	9	9	9
Naval Reserve	16	16	16
Marine Corps Reserve 3/	8	8	8

- 1/ Includes fighter, attack, reconnaissance, and special operations squadrons. For further classified detail, see the Annual Defense Department Report for FY 1978.
 2/ Squadron UEs are variable.
 3/ Includes integrated tanker squadrons.

Tactical Air Forces Manpower (End Strengths in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	157.4	177.3	178.2
Reserve Components	57.1	58.2	57.8
<u>Civilians</u>	14.3	13.8	13.5

The increase in active military manpower in FY 1977 results from a strength shortfall at the end of the Transition Quarter (11,900) and programmed increases in Navy (2,600) and Air Force (6,100) during FY 1977. Navy increases are due to the requirement for a pre-commissioning crew for the EISENHOWER and other tactical air force changes. Air Force increases reflect introduction of F-15 and A-10 aircraft, increased crew

ratios and improvements in the aircrew training program. In FY 1978, Air Force increases for new aircraft and improved manning of Marine air wings are offset partially by reductions in the Navy program as the carrier ROOSEVELT is decommissioned.

2. Capabilities of Tactical Air Forces

Tactical aircraft can carry out a variety of missions in a conflict. These capabilities include close air support, interdiction, counterair (including air defense), reconnaissance, and special purpose missions. Tactical Air Forces can also wage nuclear war because they include aircraft which have both a nuclear and conventional weapon delivery capability.

a. Close Air Support (CAS). Close air support sorties are flown against enemy forces in close proximity to friendly forces. Primary goals of close air support are: (1) to destroy or neutralize enemy forces close to friendly forces; and (2) to attack these enemy forces rapidly after receiving requests for close air support. CAS systems should be able to: (1) deliver accurate, lethal fire; (2) provide fire support responsive to the ground commander; (3) survive in likely enemy air defense environments; (4) maneuver well enough to employ the tactics required for various targets; and (5) carry ordnance in sufficient quantity and variety.

b. Interdiction. Interdiction sorties are flown by both land- and sea-based tactical aircraft against a wide range of targets including: (1) enemy forces maneuvering behind their front lines; (2) enemy lines of communication; (3) storage and production facilities in rear areas; (4) enemy surface ships such as surface-to-surface missile launching patrol boats, cruisers, and destroyers; and (5) enemy ports and naval bases.

c. Counterair. Counterair operations are conducted to gain and maintain air superiority by destruction or neutralization of an enemy's air capability. Offensive counterair operations are normally conducted throughout enemy territory to seek out and destroy aircraft in the air or on the ground, missile and anti-aircraft artillery sites, air bases, air control systems, and other elements which constitute or support the enemy air order of battle. Defensive counterair operations are generally reactive to enemy initiative. Air defense sorties are flown to protect friendly air, sea, or ground forces from enemy air attack. The primary objective is to limit the effectiveness of enemy air efforts to a level permitting freedom of action to friendly forces of all types.

d. Reconnaissance. Tactical reconnaissance resources are a vital part of the information collection capability available to commanders engaged in unilateral, joint, or combined operations in peacetime and in all intensities of warfare. Tactical air reconnaissance operations

provide timely intelligence information concerning the enemy's installations, lines of communication, and electronic emissions, as well as the disposition, composition, and movement of enemy forces. Intelligence information is collected, and surveillance of battle areas is carried out day and night and in all kinds of weather.

e. Special Purpose. Special purpose aircraft are used in electronic warfare (detection of and countermeasures against enemy electronic emitters), special operations forces (for example, specifically tailored for unconventional warfare and counterinsurgency operations), tactical air control (enroute and terminal control of tactical aircraft), and airborne early warning (airborne search radar).

D. Naval Forces - Forces, Manpower, Capabilities, and Missions

1. Summary of Forces and Manpower

The following tables summarize Naval Forces and manpower.

Naval Forces 1/

	<u>FY 70</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Ships</u>			
<u>Active Forces</u>			
Carriers 2/	13	13	13
Attack Submarines			
Nuclear	64	68	73
Diesel 3/	10	10	7
Surface Combatants	158	157	166
Amphibious Forces	62	63	63
Support Forces			
Underway Replenishment	40	39	39
Major Fleet Support	20	20	19
Minor Fleet Support	44	37	23
Patrol Craft 3/	8	7	3
Minesweepers	3	3	3
Subtotal	422	417	409
<u>Reserve Components Forces</u>			
Surface Combatants	30	30	28
Amphibious Forces	3	3	3
Patrol Craft	5	0	0
Minesweepers	22	22	22
Minor Fleet Support Ships	-	4	4
Subtotal	60	59	57
Total Ships	482	476	466
<u>ASW Aircraft Squadrons</u>			
<u>Active Forces</u>			
Land-Based	24	24	24
Ship-Based (Fixed/Rotary Wing)	27	28	28
Subtotal	51	52	52
<u>Reserve Components Forces</u>			
Land-Based	12	13	13
Ship-Based (Fixed/Rotary Wing)	4	4	4
Subtotal	16	17	17
Total ASW Aircraft Squadrons	67	69	69

- 1/ Table excludes Strategic Forces ships, RDT&E ships, and the ship assigned to Central Support Forces (Individual Training).
2/ Associated manpower is reported under Tactical Air Forces.
3/ Includes ships assigned to Support to Other Nations (Program 10).

Naval Forces Manpower
(End Strength in Thousands)

	<u>FY 79</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	169.8	175.6	178.4
Reserve Components	50.2	50.3	41.7
<u>Civilian</u>	0.4	0.5	0.6

The increase of 8,600 in active military manpower between FY 1979 and FY 1978 reflects a transfer to the Naval Forces category of 4,000 Fleet Maintenance Assistance Group and Cryptologic support billets from Mission Support Forces; a net ship manning increase of 2,300 during this period; and a temporary 2,300 understrength in Naval Forces manning in FY 1979. These changes are explained in more detail in Chapter XI which describes Navy's overall manpower requirements.

During the period FY 1979 and FY 1978, Navy active and reserve fleet levels undergo the following changes: introduction of 33 ships into the active fleet is offset numerically by the decommissioning of 41 ships and the transfer to the Naval Reserve force of five additional ships; additionally, a total of eight older ships are decommissioned from the Naval Reserve fleet. The impact on ship manning requirements of Navy's fleet modernization efforts is addressed more fully in Chapter XI. Additionally, the transfer of 9 SEABEE battalions from the Selected Reserve has permitted the transfer of 6,700 Naval Reservists to the IRR.

2. Capabilities and Missions of Naval Forces

a. Missions. The principal wartime mission of US general purpose naval forces is to be able, in conjunction with allied forces in a NATO war, to protect military support shipping and naval forces at sea against a Soviet conventional interdiction effort. Simultaneously, US forces in the Pacific should be capable of holding open the sea lines of communications (SLOC) to Hawaii and Alaska, but would have difficulty in protecting the SLOC in the Western Pacific.

There also exists a requirement for naval forces to be capable of projecting power ashore using tactical air and amphibious forces supported by tactical air. This capability is required not only for the NATO war but also for response to small-scale conflicts elsewhere.

Naval forces are routinely deployed in peacetime as part of our forward defense strategy. These deployments demonstrate commitment to our allies through the presence of US naval forces and provide the timely and flexible response necessary to manage crises and to deter outbreak of hostilities.

b. Capabilities. For sea control operations, the United States maintains sea- and land-based aircraft, surface combatants, attack submarines, mines, surveillance systems, and logistics support forces. For the projection of power ashore, the United States provides sea-based aircraft and amphibious forces, together with escorting and supporting forces. Many of these forces have utility in both the sea control and force projection roles and also carry out the naval presence and crisis control missions in peacetime.

Requirements for active US naval forces are derived by the need to maintain in high states of readiness those forces which forward deploy in peacetime or which are planned for early use in a NATO war. Reserve forces are planned to provide the additional sustaining capability needed in a NATO war.

In peacetime and wartime, naval forces are organized into task units depending upon the mission to be performed, the threat, and the environment. The building block for these task units is the individual ship. The following examples demonstrate the formation of these task units.

- Carrier Task Group (CTG). A representative CTG would comprise one carrier and seven surface combatants to conduct offensive sea control operations. A representative mix would be one cruiser (CG), three guided missile destroyers (DDG), and three destroyers (DD). This CTG would normally operate in the open ocean where the air threat is not numerically demanding. Against more severe threats, CTGs would normally be combined to provide mutual support.

- Amphibious Ready Group (ARG). An ARG would comprise three to five amphibious ships capable of transporting a Marine Amphibious Unit (1/9 of a division/wing team) and protection forces as necessary. A representative mix of protection forces would consist of five frigates (FF) and two guided missile destroyers (DDG).

- Underway Replenishment Group (URG). URGs provide logistics support (fuel, munitions, food) to other task units at sea. A typical URG would have three underway replenishment ships (an oiler (AO), an ammunition ship (AE), and a combat stores ship (AFS) and five protection ships), three frigates (FF), and two guided missile frigates (FFG).

E. Mobility Forces

1. Summary of Forces and Manpower

The following tables display the Mobility Forces and manpower.

Mobility Forces

<u>Airlift Forces (Squadrons/UE)</u>	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Active</u>			
Strategic	17/304	17/304	17/304
Tactical	15/234	15/234	15/234
<u>Reserve Components</u>			
Strategic <u>1/</u>	17/--	17/--	17/--
Tactical	37/374	36/366	36/368
<u>Rescue/Recovery (Squadrons/UE)</u>			
Active	5/102	5/102	5/108
Reserve (AFR/ANG)	6/56	6/56	6/56
<u>Aeromedical (Squadrons/UE)</u>			
Active	3/18	3/18	3/18
Reserve (AFR)	1/--	1/--	1/--
<u>Sealift Forces <u>2/</u></u>			
Nucleus Fleet			
Government owned/operated	49	50	53
Contract Operated <u>3/</u>	18	18	18
Commercial Fleet	41	41	39

1/ Air Force Reserve associate squadrons operate active force aircraft.

2/ Only government owned MSC Nucleus Fleet ships are manned by Navy civil service personnel. Manning of all other MSC ships is accomplished by manpower from the private sector.

3/ Four of these ships are government owned.

Mobility Forces Manpower (End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	41.3	40.2	38.9
Reserve Components	44.4	44.5	45.8
<u>Civilian</u>	22.5	22.7	22.7

The reductions in active military manpower in FY 1977 and FY 1978 reflect economies in the Military Airlift Command and transfer of wartime aerial port manpower to the reserve forces, and addition of one C-130 squadron to the Air National Guard and the inactivation of one C-130 squadron of the Air Force Reserve.

2. Capabilities of Mobility Forces

Mobility Forces consist of strategic and tactical airlift, sealift, mobility support forces including air and sea terminals, aerospace rescue and recovery, and aeromedical evacuation units. They are a vital element of our General Purpose Force structure. To deter aggression, we must have a credible capability to bring our forces to bear quickly whenever and wherever necessary. Mobility forces enable the United States to do this while meeting its security commitments to overseas allies without positioning large numbers of US forces abroad.

a. Airlift

(1) Strategic Airlift

Strategic airlift provides the capability to rapidly deploy forces or critical logistical support to any part of the world. Our military strategic airlift force consists of both active and Air Force Reserve Associate Units. The active force comprises four C-5 and thirteen C-141 squadrons. For each active force unit there is a collocated Air Force Reserve Associate Squadron.

In addition to the military assets, U.S. commercial airlines have committed 225 long-range aircraft to the Civil Reserve Air Fleet (CRAF) program. Of these, 131 are cargo or passenger/cargo convertible aircraft and 94 are passenger-only aircraft.

(2) Tactical Airlift

In contrast to strategic airlift which provides deployment capability from CONUS to overseas areas, tactical airlift provides transportation and air logistic support for theater forces. Our active tactical airlift force consists of 15 C-130 squadrons. This active force is augmented by the Air National Guard and Air Force Reserve which maintain 29 C-130, 4 C-123, and 3 C-7 squadrons.

(3) Aerospace Rescue and Recovery. The aerospace rescue and recovery force maintains the capability to deploy worldwide to meet contingency or emergency rescue requirements, primarily for downed air crews. Additionally, this force is manned to furnish regional search and rescue coordination for the inland/CONUS region and Alaska. The active force is composed of HC-130 fixed wing aircraft and HH-53, HH-3 and HH-1 helicopters. As with airlift, the active force is augmented by reserve forces operating HC-130, HH-3 and HH-1 aircraft.

(4) Aeromedical Evacuation. The aeromedical evacuation system provides the capability to move patients as expeditiously as possible to hospitals. The active force consists of one C-9 CONUS squadron, one C-9 squadron in the Pacific, and one in Europe. The CONUS unit is augmented by an Air Force Reserve Associate squadron. In addition, strategic airlift aircraft may be used for aeromedical evacuation if necessary.

b. Sealift. We rely heavily on sealift to deploy and sustain our forces. The ships controlled by the Military Sealift Command have only a limited capability. We are reliant on US flag ships, the National Defense Reserve Fleet and the ships of our allies to provide the necessary sealift for both in a major war or lesser contingencies.

3. Missions

Mobility Forces could be used in a variety of situations, ranging from a show of force to support of an all-out conventional war. Present planning for the spectrum of possible deployments involves principally military and US commercial assets. However, in the case of a war in Europe we have adjusted our planning to include NATO Allied participation in assisting US deployments.

F. Disposition of Forces

The peacetime disposition of US General Purpose Forces is a combination of forward deployed forces and those located in the United States. Forward deployed forces are a symbol of the US commitment to mutual defense of areas critical to US national security. Should deterrence fail, forward deployed forces provide an initial combat capability.

Forces located in the United States provide additional combat and support units capable of deployment to any theater of operations in the event of war. These forces also provide a peacetime base of rotation for units and ships deployed overseas.

The following tables provide the disposition of the major elements of General Purpose Forces. In addition to location, the tables provide the missions of deployed units.

FORWARD DEPLOYMENTS

END FY 1978 GENERAL PURPOSE FORCES

<u>Unit</u>	<u>Location</u>	<u>Mission</u>
<u>Army Divisions</u>		
1st Armored Division 3d Armored Division 3d Infantry Division (M) 8th Infantry Division (M) Bde, 1st Infantry Division (M) Bde, 2d Armored Division Bde, 4th Infantry Division (M)	W. Germany	Force presence. In concert with allied and other U.S. forces, deter Warsaw Pact aggression. Failing that, stop any Warsaw Pact ground attack and stabilize the military situation without major loss of NATO territory.
2d Infantry Division	S. Korea	Force presence. Provides ground combat and security forces for South Korea.
<u>Army Separate Brigades</u>		
Berlin Brigade 193d Infantry Brigade	W. Germany Panama	Force presence. Defense of Canal Zone.
<u>Armored Cavalry Regiments</u>		
2d Armored Cavalry Regiment	W. Germany	Force presence. Provides reconnaissance and security forces.
11th Armored Cavalry Regiment	W. Germany	Force presence. Provides reconnaissance and security forces.
<u>Navy Ships and Aircraft</u>		
<u>Sixth Fleet 1/</u> 2 Multi-purpose Carriers 14 Surface Combatants 14 Attack Submarines and Auxiliaries 1 Amphibious Ready Group 2/ 1+ ASW Patrol Squadrons (12 aircraft)	Mediterranean	Provide peacetime naval presence throughout Mediterranean. Provide naval force in Mediterranean in the event of a NATO conflict. Provide crises management or contingency force in Mediterranean.
<u>Middle East Force 1/</u> 1 Flagship (AGF) 2 Surface Combatants	Persian Gulf, Arabian Sea and Indian Ocean	Provide peacetime naval presence in Persian Gulf, Arabian Sea and Indian Ocean. Provide limited contingency force in the area.

<u>Unit</u>	<u>Location</u>	<u>Mission</u>
<u>Seventh Fleet & Western Pacific 1/</u>	Western Pacific	Maintain Western Pacific sea lanes in NATO or Asian conflict. Provide tactical air and amphibious "projection" forces in support of Asian conflict. Provide crisis management of contingency force in Western Pacific. Provide peacetime naval presence throughout Western Pacific.
2 Multi-Purpose Carriers		
19 Surface Combatants		
17 Attack Submarines and Auxiliaries		
2 Amphibious Ready Groups 2/		
4 ASW Patrol Squadrons		

Marine Corps Forces

Marine Amphibious Unit (afloat)	Mediterranean	Provide forward afloat force presence in the Eastern Atlantic/Mediterranean.
Battalion Landing Team (afloat)	Atlantic Deployed afloat intermittently	Provide forward afloat force presence in the Western Atlantic and Caribbean.
3d Marine Division (-)	Japan (Okinawa)	Provide forward deployed ground/air combat forces with amphibious forcible entry capability.
1st Marine Aircraft Wing (-)	Japan (incl Okinawa)	
Marine Amphibious Unit (afloat)	Western Pacific	Provide forward afloat force presence in the Western Pacific.
Battalion Land Team (afloat)		

Air Force Tactical Aircraft 3/

Europe

11 United Kingdom		Provide force presence in forward areas.
14 West Germany		Provide close air support, gain air superiority, and provide interdiction and reconnaissance for a NATO conflict.
1 Netherlands		
3 Spain		
1 Iceland		
5 Dual-based	(U.K., W. Germany, Italy/U.S.)	

<u>Unit</u>	<u>Location</u>	<u>Mission</u>
Pacific		
2 Philippines		Provide force presence.
6 Japan (Okinawa)		Provide close air support,
3 Korea		gain air superiority, and
II		provide interdiction and
		reconnaissance for
		an Asian conflict.

- 1/ Figures shown are approximate averages. Most ships are rotated to distant assignments from U.S. homeports. Mediterranean and Western Pacific forces, however, contain a few units selectively homeported overseas, including one CV homeported in Japan.
- 2/ An Amphibious Ready Group (ARG) is one-ninth of an Amphibious Task Force (ATF). It consists of 3 to 5 amphibious ships with a Marine Battalion Landing Team or a Marine Amphibious Unit embarked.
- 3/ Includes fighter, attack, reconnaissance, and special operations squadrons.

UNITS IN OR NEAR THE UNITED STATES

END FY 78 GENERAL PURPOSE FORCES

<u>Unit</u>	<u>Location</u>
<u>Active Army</u>	
<u>Army Divisions</u>	
1st Infantry Division (M) (Minus 1 Brigade in Europe)	Fort Riley, Kansas
2d Armored Division	Fort Hood, Texas
4th Infantry Division (M)	Fort Carson, Colorado
1st Cavalry Division	Fort Hood, Texas
9th Infantry Division	Fort Lewis, Washington
101st Airborne Division (Air Assault)	Fort Campbell, Kentucky
82d Airborne Division	Fort Bragg, North Carolina
7th Infantry Division 1/	Fort Ord, California
24th Infantry Division 1/	Hunter/Stewart, Georgia
5th Infantry Division (M) 1/	Fort Polk, Louisiana
25th Infantry Division 1/	Hawaii
1/ Comprises two active brigades and one from the reserve components.	

Army Separate Brigades

194th Armored Brigade	Fort Knox, Kentucky
197th Infantry Brigade	Fort Benning, Georgia
6th Cavalry Brigade (Air Combat)	Fort Hood, Texas
172d Infantry Brigade	Fort Richardson, Alaska

Armored Cavalry Regiment

3d Armored Cavalry Regiment	Fort Bliss, Texas
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Reserve Components

Army Divisions

49th Armored Division	Texas
50th Armored Division	New Jersey, Vermont
40th Infantry Division (M)	California
38th Infantry Division	Indiana, Michigan, Ohio
28th Infantry Division	Pennsylvania
26th Infantry Division	Massachusetts, Connecticut
42d Infantry Division	New York
47th Infantry Division	Minnesota, Illinois, Iowa

UnitLocationArmy Separate Brigades 1/

30th Armored Brigade	Tennessee
31st Armored Brigade	Alabama
155th Armored Brigade	Mississippi
48th Mechanized Brigade 2/	Georgia
157th Mechanized Brigade	Pennsylvania (USAR)
218th Mechanized Brigade	South Carolina
256th Mechanized Brigade 2/	Louisiana
69th Infantry Brigade	Kansas
29th Infantry Brigade 2/	Hawaii
32d Mechanized Brigade	Wisconsin
67th Mechanized Brigade	Nebraska
30th Mechanized Brigade	North Carolina
45th Infantry Brigade	Oklahoma
187th Infantry Brigade	Massachusetts (USAR)
39th Infantry Brigade	Arkansas
81st Mechanized Brigade	Washington
205th Infantry Brigade	Minnesota, Wisconsin, Iowa (USAR)
41st Infantry Brigade 2/	Oregon
53d Infantry Brigade	Florida
92d Infantry Brigade	Puerto Rico
58th Infantry Brigade	Maryland
116th Infantry Brigade	Virginia

1/ The 33d Infantry Brigade (Illinois National Guard) is provided for school support and is not included.

2/ Round-out brigade for active Army division.

Army Armored Cavalry Regiments

107th Armored Cavalry Regiments	Ohio
116th Armored Cavalry Regiments	Idaho, Oregon
163d Armored Cavalry Regiments	Montana, Nevada

Navy Ships and AircraftActive

<u>Second Fleet & Western Atlantic</u>	<u>U.S. East Coast and Western Atlantic</u>
5 Multi-Purpose Carriers	
71 Surface Combatants	
110 Attack Submarines, Patrol Combatants, Mine Warfare Ships, Amphibious Ships, and Auxiliaries	
8 ASW Patrol Squadrons	

<u>Unit</u>	<u>Location</u>
<u>Active</u>	
<u>Third Fleet and Eastern Pacific</u>	U.S. West Coast and Eastern Pacific
4 Multi-Purpose Carriers	
62 Surface Combatants	
90 Attack Submarines, Patrol Combatants, Amphibious Ships, and Auxiliaries	
8 ASW Patrol Squadrons	
<u>Reserve Components</u>	
<u>Second Fleet and Western Atlantic</u>	U.S. East Coast and Western Atlantic
18 Surface Combatants and Patrol Combatants	
14 Mine Warfare Ships/Amphibious Ships	
2 Auxiliaries	
7 ASW Patrol Squadrons	
<u>Third Fleet and Eastern Pacific</u>	U.S. West Coast and Eastern Pacific
10 Surface Combatants and Patrol Combatants	
11 Mine Warfare Ships/Amphibious Ships	
2 Auxiliaries	
6 ASW Patrol Squadrons	

Marine Corps Forces

Active

I MAF

(1st Marine Division/3d Marine Air Wing Team, plus supporting Force Troop elements and Force Service Support Group).

Camp Pendleton, Calif/Marine Corps Air Station (MCAS), El Toro, Calif. and Marine Corps Base, Twenty-Nine Palms, Calif.

II MAF

(2d Marine Division/2d Marine Air Wing Team, plus supporting Force Troop elements and Force Service Support Group).

Camp Lejeune, N.C./MCAS, Cherry Point, N.C. and MCAS, New River, N.C. and MCAS, Beaufort, S.C.

1st MARINE BRIGADE

(Regimental Landing Team 3/Marine Aircraft Group 24, plus supporting Force Troops and Service Support Elements).

Marine Corps Air Station Kaneohe Bay, Hawaii
Camp H. M. Smith, Hawaii

<u>Unit</u>	<u>Location</u>
<u>Reserve Components</u>	
<u>DIVISION WING TEAM</u>	
(4th Marine Division/4th Marine Air Wing Team, plus supporting Force Troops and Force Service Support Group).	Headquarters at New Orleans, Louisiana

Air Force Tactical Aircraft

Active

46 Squadrons 1/ 45 CONUS 1 Alaska	CONUS and Alaska
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Reserve Components

45 Squadrons 43 CONUS 1 Puerto Rico 1 Hawaii	CONUS, Puerto Rico and Hawaii
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1/ Excludes dual-based squadrons.

G. FY 1979 Manpower Requirements

The following table compares FY 1979 manpower requirements for General Purpose Forces to those programmed for FY 1978:

General Purpose Forces Manpower
(End Strength in Thousands)

	<u>Active Military</u>		<u>Reserve Components</u>		<u>Civilian</u>	
	<u>FY 78</u>	<u>FY 79</u>	<u>FY 78</u>	<u>FY 79</u>	<u>FY 78</u>	<u>FY 79</u>
Land Forces	554.1	555.5	531.6	549.1	41.1	41.1
Tactical Air Forces	178.2	179.9	57.8	58.8	13.5	13.6
Naval Forces	178.4	184.1	41.7	41.7	0.6	0.6
Mobility Forces	38.9	38.8	45.8	45.8	22.7	22.6
Total DoD	949.6	958.3	676.8	695.4	77.8	77.8

Note: Detail may not add to totals due to rounding.

Active military increases in Land Forces are due primarily to increased strength in the Marine Corps. The increase in Naval Forces reflects manpower associated with new ships in the Navy. Reserve Components increases reflect anticipated improvements in the strength of the Army Reserve and Army National Guard.

CHAPTER VI

AUXILIARY FORCES

Auxiliary Forces carry out major defense-wide programs under centralized DoD control. These programs include Intelligence, Communications, Research and Development, Support to Other Nations, and Geophysical Activities. The following table shows the manpower for Fiscal Years 1970-1978:

DoD Auxiliary Forces Manpower (End Strength in Thousands)

	<u>FY 70</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active			
Intelligence	38.8	38.7	38.0
Centrally Managed Comm.	36.3	35.6	35.0
Research and Development	30.7	30.8	29.8
Support to Other Nations	3.1	5.8	5.8
Geophysical Activities	10.9	10.5	10.4
Total DoD	<u>119.8</u>	<u>121.4</u>	<u>119.1</u>
Reserve Components			
Intelligence	4.6	5.3	-
Centrally Managed Comm.	11.3	11.5	9.8
Research and Development	0.4	0.7	-
Support to Other Nations	-	-	-
Geophysical Activities	1.2	1.4	1.1
Total DoD	<u>17.6</u>	<u>18.9</u>	<u>10.9</u>
<u>Civilian</u>			
Intelligence	9.2	9.1	9.0
Centrally Managed Comm.	14.0	14.0	13.4
Research and Development	80.9	77.0	75.5
Support to Other Nations	1.9	4.2	4.3
Geophysical Activities	10.0	10.1	9.9
Total DoD	<u>116.1</u>	<u>114.3</u>	<u>112.0</u>

Note: Detail may not add to totals due to rounding.

A. Intelligence

The purpose of Intelligence activities is to gather, analyze and disseminate foreign intelligence information to users at the national, departmental, and tactical levels. This information is used for strategic planning, as well as supporting force planning, operations, and research and development. These requirements for intelligence information form the basis for budget and manpower allocations.

Functional requirements, engineering standards, and other management criteria provide the principal measures for determining intelligence unit manning. Management flexibility is available to modify the manpower levels as broad missions of the staffs change; as science and technology impact on the intelligence process; and as actual combat experience may require. Integration of military and civilian expertise is essential to the success of Defense Intelligence activities. Military personnel provide some of the necessary experience and perspectives required to carry out the different functional activities associated with military intelligence. The remainder of the work force is civilian.

These people staff the intelligence agencies of the Department of Defense which, to reduce unnecessary duplication of effort, have been integrated into the Consolidated Defense Intelligence Program (CDIP). Two principal components of the CDIP are discussed below.

1. Consolidated Cryptologic Program (CCP)

The cryptologic program is managed by the Director, National Security Agency (NSA). The NSA mission involves the performance of highly specialized technical functions in support of the intelligence activities of the United States. Resources included are those authorized and appropriated by the Congress for selected intelligence organizations of the Army, Navy, and Air Force. For security reasons, NSA civilian manpower is excluded from the DoD civilian authorization request, in accordance with PL 86-36.

The Director, National Security Agency, has been assigned three basic responsibilities under the Secretary of Defense:

- organizing, operating, and managing certain activities and facilities for collection, processing and analysis of intelligence information;
- organizing and coordinating the research and engineering activities of the U.S. Government which are in support of the Cryptologic Program; and
- regulating certain communications in support of agency missions.

2. General Defense Intelligence Program (GDIP).

The GDIP is composed of the Defense Intelligence Agency, Service intelligence organizations and portions of the intelligence activities of the Unified and Specified Commands. The GDIP mission is to provide for the collection, processing, exploitation, analysis and production of information, and for the dissemination of finished intelligence to consumers. The resources of this program are included with the Defense Intelligence Agency and the individual Services. The allocation of manpower and fiscal resources to the GDIP is managed by the Assistant Secretary of Defense (Intelligence)/Director Defense Intelligence. The Director, Defense Intelligence Agency has the following principal tasks:

- representation on National Security System boards and committees;
- intelligence support, to include indicators and warnings, to the National Command Authority through the Joint Chiefs of Staff;
- coordination and substantive management of defense community collection, general and scientific and technical production, and management of DoD intelligence information processing support systems; and
- management and control of the worldwide Defense Attache System and the Defense Special Security System.

The following table shows Intelligence manpower:

	<u>Intelligence Manpower 1/</u> (End Strength in Thousands)		
	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	38.8	38.7	38.0
Reserve Components	4.6	5.3	-
<u>Civilian</u>	9.2	9.1	9.0

1/ Excludes National Security Agency civilian manpower.

The increase in reserve military in FY 1977 is due to revised mobilization requirements in the Navy.

The reductions in people between FY 1977 and FY 1978 result mainly from the elimination of military spaces due to the proposed contracting for base operating support at Chicksands Royal Air Force Base, UK and transferring security functions for the National Security Agency from the Marine Corps to the Federal Protection Service. Other reductions

result from the continued phase-down of reconnaissance and signal intelligence based on realignment of priorities, management efficiencies, and the expanded use of automated data processing equipment. The Army increased active military by approximately 300 spaces to compensate for base closure realignments which were scheduled but not accomplished. The reduction in reserve manpower in FY 1978 is due to the transfer of all Navy reservists in this category from the Selected Reserve to the Individual Ready Reserve.

B. Centrally Managed Communications

Centrally Managed Communications (CMC) consists of the key world-wide dedicated and common-user communications systems of the Defense Department required to support and implement overall national security policy and objectives. To understand CMC, it is necessary to consider it in the context of the larger communications community, Telecommunications and Command Control Program (T&CCP), of which it is the largest element. T&CCP contains the resources that support the Command, Control, and Communications (C3) Systems of the Department of Defense. The C3 Systems are the means through which National Command Authorities (the President and the Secretary of Defense) and, under their direction, the military commanders control and employ the military strength of the nation. Although T&CCP manpower appears in all Defense Planning and Programming Categories, Centrally Managed Communications comprise about 50% of the total as shown in the table below:

Telecommunications and Command Control Program 1/ (FY 78 End Strength in Thousands)

	<u>Military</u>		<u>Civilian</u>
	<u>Active</u>	<u>Reserve</u>	
<u>Defense Planning and Programming Categories</u>			
Strategic Forces	10.8	-	1.5
General Purpose Forces	20.5	-	0.3
Mission Support Forces	10.2	-	5.6
Central Support Forces	2.3	-	4.0
Auxiliary Forces	38.8	9.8	15.3
(Centrally Managed Comm)	(35.0)	(9.8)	(13.4)
Total DoD	82.5	9.8	26.8

Note: Detail may not add to totals due to rounding.

1/ The only communication systems not included in the T&CCP are those integral to weapon systems, those used for tactical control of weapons, and sensors used primarily for warning, surveillance and intelligence.

Functions by Defense Planning and Programming Categories in the T&CCP are:

Strategic Forces include the Worldwide Military Command and Control System (WWMCCS); Automated Data Processing installations such as those at Strategic Air Command (SAC), North American Air Defense Command (NORAD) and the National Military Command Center (NMCC); WWMCCS Facilities such as Airborne Command Posts, NORAD Combat Operation Center (COC) and the WWMCCS System Engineer; and Communication Systems for the National Military Command Systems (NMCS), Fleet Ballistic Missile Control, and Air Force strategic missile systems.

General Purpose Forces include such telecommunications systems as Joint Tactical Communication, Air Force Tactical Air Command and Control, and Army Signal Battalions.

Mission Support Forces include base communications for installations supporting operational commands in both U.S. and overseas locations.

Central Support Forces include base communications in support of the logistic, training, medical and administrative installations of the Services.

Auxiliary Forces include Centrally Managed Communications and communications systems supporting intelligence and security, weather service, and satellite control.

Centrally managed communications reduce duplication of effort and improve the responsiveness of these communications systems to our National Command Authorities. In addition to the people associated with the operation and maintenance of these systems, CMC includes the people involved in communications security.

Worldwide communications to facilitate command and control of our forces is provided by the Defense Communications System (DCS) and the communications systems of the military services. The DCS is made up of a number of general purpose subsystems such as the automatic voice network, the digital transmission network and the secure voice network. Military Service communications systems provide internal networks for the Services and interface with DCS systems.

Communications requirements for these systems are established based on current and projected deployment of our forces, i.e., the number, type, and location of installations and the distances between locations. Based on prior experience and the expressed needs of the field commander, the required capacity for each of several modes of communications is determined. Each such operating location is manned based on the number of operating positions to be filled, maintenance manhours required and the

need for administration and support. Therefore, the strength of the CMC is not merely a function of the size of the forces being supported, but also the composition and dispersion of those forces.

The following table reflects the functional breakout of DoD manpower in Centrally Managed Communications.

DoD Centrally Managed Communications Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active			
Defense Communications Sys	11.5	11.3	11.1
Services' Communications Sys	17.8	17.9	17.1
Satellite Communications	0.6	0.8	1.1
Communications Security	1.9	1.6	1.6
Engineering & Installation	4.4	4.0	4.1
Total DoD	36.3	35.6	35.0
Reserve Components			
Defense Communications Sys	0.3	0.4	0.3
Services' Communications Sys	7.9	8.0	6.9
Satellite Communications	-	-	-
Communications Security	-	-	-
Engineering & Installations	3.1	3.1	2.6
Total DoD	11.3	11.5	9.8
<u>Civilian</u>			
Defense Communication Sys	3.3	3.2	3.1
Services' Communications Sys	4.7	4.6	4.0
Satellite Communications	0.2	0.2	0.2
Communications Security	2.5	2.6	2.7
Engineering & Installation	3.4	3.4	3.4
Total DoD	14.0	14.0	13.4

Note: Detail may not add totals due to rounding.

Reductions in FY 1977 active military are due to contracting communications support at Alaskan Aircraft Control and Warning sites, reducing communications support for Johnston Island test site, and military-to-civilian conversions.

Research and Development Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	30.7	30.8	29.8
Reserve Components	0.4	0.7	-
<u>Civilian</u>	80.9	77.0	75.5

The reduction in civilian manpower from FY 1970 to FY 1977 is due to organizational changes and the shift of R&D from defense laboratories to civilian industry. Reserve manpower increases in FY 1977 are due to revised mobilization requirements in the Navy.

The reduction of 1,000 active military spaces from FY 1977 to FY 1978 is primarily attributable to the Air Force military-to-civilian conversions and contracting of various R&D support activities. The reduction in reserve manpower is due to the transfer of all Navy reservists in this category from the Selected Reserve to the Individual Ready Reserve. The reduction of 1,500 civilian spaces is primarily due to the Navy reducing in-house RDT&E work force by 1,000. The remainder of the civilian reduction is associated with general reductions and productivity increases.

D. Support to Other Nations

US defense materials and services are provided to foreign governments and international organizations by DoD as Foreign Military Sales (FMS) and as grant aid under the Military Assistance Program (MAP), and the International Military Education and Training Program (IMETP). Since these programs are in direct support of US national security interests, they are an inherent part of the DoD mission. The program began in 1950 with grant aid for post-World War II reconstruction in Europe. With the European economic recovery, there was a shift toward annual sales agreements, some on a cash basis and others on credit. By 1964 sales had exceeded grants, and currently are in the range of \$10 billion annually. Meanwhile, grant aid diminished from a high of \$5.4 billion in FY 1954 to about \$.2 billion in FY 1976. This trend away from providing older equipment through grant aid toward providing the newest equipment through foreign military sales requires that we project, to the best of our ability, the requirements of prospective recipients in order to coordinate their needs with those of US forces.

When programs are approved by the Department of State, the Department of Defense designs individual security assistance activities to meet the specific needs of the country. The people needed to accomplish these support missions are assigned to Military Assistance Advisory Groups and similar organizations and staffs abroad, and to certain staff elements of DoD and the Military Departments. It also includes other MAP,

IMETP, and FMS fully-funded Mobile Training Teams and Technical Assistance Field Teams. There are also personnel of the Military Departments who support the program on a less than full-time basis. One example of this is the Army mechanic in a tank maintenance depot, the output of which is used by both US forces and foreign countries. Another example is a civilian Navy instructor who trains both US and foreign students. While all Services include full-time FMS and MAP personnel in the Support to Other Nations Category, the Navy also includes that portion of the part-time civilian manpower directly involved in these efforts. The other Services report all part-time personnel under the manpower categories which most closely relate to their functions in support of US forces. For instance, the Army mechanic in the above example would be included in the Central Support Forces (Logistics) category whereas the civilian Navy instructor who spends half of his time training foreign students would be apportioned equally between the Central Support Forces (Individual Training) category and the Auxiliary Forces (Support to Other Nations) category. Nevertheless, the cost of these efforts, direct or indirect, full or part-time, is paid for by the MAP appropriation or the foreign government. Foreign governments are billed for both full and part-time direct labor by including these charges in the cost of equipment and/or services provided. The cost of indirect labor, such as that involved in administration, is recovered by adding a 2% surcharge to the direct billings. Manpower associated with the programs in FY 1978 is displayed in the following table:

Support to Other Nation Manpower in FY 1978
(End Strength in Thousands)

	<u>Active Military</u>	<u>Civilian</u>
Foreign Military Sales	1.1	0.7
Military Assistance Program <u>1/</u>	4.4	3.5
Other Activities <u>2/</u>	0.3	0.1
Total	<u>5.8</u>	<u>4.3</u>

Note: Detail may not add to totals due to rounding.

1/ Includes International Military Education and Training Program.

2/ Includes the Inter-American Defense Board, United Nations Truce Observer Teams, and other smaller activities.

The manpower associated with Support to Other Nations from FY 1970 to FY 1978 is shown below:

<u>Support to Other Nations Manpower</u> (End Strength in Thousands)			
	<u>FY 70</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	3.1	5.8	5.8
Reserve Components	-	-	-
<u>Civilian</u>	1.9	4.2	4.3

The increases from FY 1970 to FY 1977 are primarily attributable to realignment of foreign military sales people from other DPPC categories.

E. Geophysical Activities

This category consists of manpower associated with meteorological, topographic, oceanographic, and navigational activities. These activities provide common services involving geophysical phenomena within the DoD, as well as to other departments and agencies. These services are essential to the effective delivery of ICBMs and cruise missiles, to the safe navigation of ships, submarines and aircraft and to the successful accomplishment of essentially every other major military mission.

Meteorological activities include Air Force weather reconnaissance units, Navy weather centers, and Air Force base weather detachments. Also included are a small number of administrative personnel needed to control the operations of the Air Weather Service and the Navy Weather Service.

Topographic and oceanographic activities involve the preparation, production, and dissemination of maps and charts, and the investigation and evaluation of topographic and oceanographic phenomena. Also included are a small number of administrative personnel needed to control the operations of the Defense Mapping Agency and the Oceanographer of the Navy.

Navigational activities include units which provide Defense-wide navigational support via the operation of navigation satellite control facilities.

Manpower requirements for Geophysical Activities are predicated upon the services performed at each location and the activity level of all organizations serviced by each location. The manpower needed to provide these services is determined by applying work measurement standards. As in other categories, civilian manpower is used to provide continuity, to obtain skills not readily available from military sources and to fill billets not absolutely requiring military incumbents.

Included are professional meteorologists and oceanographers who supplement the small military officer community in manning weather facilities; meteorological technicians who observe, collect, record and analyze meteorological and oceanographic data in the development of forecasts and related environmental services; technical specialists who perform diverse functions encompassing ADP operations and maintenance, atmospheric and oceanographic modeling, and environmental data product development and dissemination; and a small staff to perform supervisory clerical and logistics functions.

The manpower devoted to the provision of the Defense-wide services associated with Geophysical Activities for FY 1977-1978 is shown in the following table:

Geophysical Activities Manpower
(End Strength in Thousands)

	<u>FY 77</u>	<u>FY 78</u>	<u>FY 79</u>
<u>Military</u>			
Active	10.9	10.5	10.4
Reserve Components	1.2	1.4	1.1
<u>Civilian</u>	10.0	10.1	9.9

Reductions to active force manpower in FY 1977 are primarily due to reductions in Defense Agency support and consolidation of the maintenance activities of the Air Force Communication System and Air Weather System.

Active military manpower reductions from FY 1977 to FY 1978 are partially attributable to personnel management initiatives such as combining weather observer and forecasting specialties. Reserve Components reductions are due to the transfer of Naval Reserve manpower from the Selected Reserve to the Individual Ready Reserve. Civilian reductions are primarily due to productivity improvements.

F. ' FY 1979 Auxiliary Forces Manpower

The following table compares FY 1979 manpower requirements for Auxiliary Forces to those programmed for FY 1978:

Auxiliary Forces Manpower Requirements
(End Strength in Thousands)

	<u>Active Military</u>		<u>Reserve Components</u>		<u>Civilian</u>	
	<u>FY 78</u>	<u>FY 79</u>	<u>FY 78</u>	<u>FY 79</u>	<u>FY 78</u>	<u>FY 79</u>
Intelligence	38.0	36.8	-	-	9.0	8.9
Centrally Managed						
Communications	35.0	33.7	9.8	9.8	13.4	13.2
Research & Development	29.8	29.7	-	-	75.5	75.5
Support to Other Nations	5.8	5.6	-	-	4.3	4.2
Geophysical Activities	10.4	10.4	1.1	1.1	9.9	9.9
Total DoD	119.1	116.4	10.9	10.9	112.0	111.8

Note: Detail may not add to totals due to rounding.

The decrease of 1,200 active military in Intelligence is primarily attributable to an Air Force reduction associated with modernization of cryptologic equipment. The decrease of 1,300 in Centrally Managed Communications results from proposed reductions in overseas Navy Communications Stations.

CHAPTER VII

MISSION SUPPORT FORCES

Mission Support Forces provide direct support to the combat mission forces. Mission Support Forces are not a part of the basic combat battalions, squadrons, or ships to which they provide support. They are grouped at a higher organizational level to provide better service at less cost, and they are categorized separately because they are not easily identified with specific operating units or groups of similar operating units.

Combat forces cannot survive in war or remain ready in peacetime without adequate support. Provision of goods (food, ammunition, POL, and equipment) and provision of services (maintenance, health care, and personnel services) occur at all levels of organization within DoD. The kinds of support and levels from which it is provided are organized to provide the required support at the least cost. Mechanics in Navy carrier aircraft squadrons are examples of support that is integral to the lowest level of operating units. Mechanics assigned to the aircraft carrier in which the squadrons are embarked are examples of support aggregated at a higher level, but still within an operating organization. The mechanics assigned to Naval Air Stations to support squadrons when they are not embarked in aircraft carriers are examples of Mission Support -- support provided from outside the operating forces, but directly relate to them. Support which is completely centralized for an entire Service or for all of DoD is called Central Support. For example the Naval Air Rework Activities to which aircraft are taken for depot level maintenance and repair are included in Central Support, which is the topic of the next chapter.

Although the various levels of support are categorized separately, they are not programmed independently. Support functions, such as maintenance or health care, are complete integral systems from the front-line combat units or combat ships to the rebuild depots/factories or hospital centers in the United States. The mix of resources and the kind of organizations to provide support for our combat forces is always under review to assure that we are providing the required capability in the most efficient manner.

The remainder of this chapter will discuss the four sub-categories of Mission Support Forces: Reserve Components Support, Base Operating Support, Force Support Training, and Command. Two of these sub-categories, Base Operating Support and Command, are also sub-categories of Central Support.

The following table summarizes Mission Support Forces manpower.

DoD Mission Support Forces
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active			
Reserve Components Support	12.8	14.5	13.9
Base Operating Support	201.3	187.6	189.6
Force Support Training	33.8	35.6	34.9
Command	40.3	40.6	40.0
Total DoD	288.2	278.3	278.4
Reserve Components			
Reserve Components Support	2.5	2.9	2.6
Base Operating Support	31.1	28.0	19.7
Force Support Training	2.1	2.7	1.7
Command	14.4	13.8	6.6
Total DoD	50.1	47.4	30.6
<u>Civilian</u>			
Reserve Components Support	18.5	19.0	18.3
Base Operating Support	181.7	170.5	167.5
Force Support Training	2.7	2.8	2.8
Command	9.0	8.8	8.5
Total DoD	211.8	201.0	197.1

Note: Detail may not add to totals due to rounding.

A. Reserve Components Support

Reserve Components Support consists of active duty and Selected Reserve military personnel and civilians who are dedicated to the overall administration of reserve components units, facilities, training programs, and personnel. Included are activities with area responsibilities such as Army Reserve Readiness Regions and Groups, Naval Reserve Readiness Commands, Marine Corps Reserve Districts, Air Force Reserve Regions, and National Guard state headquarters. General administrative activities, such as the Naval Reserve Manpower Center and Air Force Reserve Personnel Center, are included. Personnel associated with the operations and maintenance of Army inactive installation garrisons, Army Reserve Training Centers, National Guard Armories, Naval Reserve Training Centers, Naval Reserve Air Stations, Marine Corps Reserve Training Centers and Air National Guard and Air Force Reserve air bases are included. Manpower associated with two DoD management headquarters, Chief of Naval Reserve and Air Force Reserve, are included.

The following table summarizes Reserve Components Support manpower:

<u>Reserve Components Support</u> (End Strength in Thousands)			
	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	12.8	14.5	13.9
Reserve Components	2.5	2.9	2.6
<u>Civilian</u>	18.5	19.0	18.3

Part of the active military manpower increase from FY 1976 to FY 1977 is due to Army understrength in FY 1976. The remainder of the change occurs in the Navy where a total increase of 500 is divided between increased reserve base operations requirements and the restructuring of Naval Reserve field commands into Reserve Readiness Commands. The Naval Reserve Readiness Commands also account for the increase in Reserve manpower from FY 1976 to FY 1977. The decrease in active and Reserve manpower from FY 1977 to FY 1978 is due to the reduction of the Naval Selected Reserve. The decreases in civilians from FY 1977 to FY 1978 are partially attributable to Air Force conversions to contracts and the elimination of caretakers at Hamilton Force Base.

In addition to the civilian manpower shown in this sub-category, there are personnel in other categories who also support reserve component units. Most of the additional civilians involved are "technicians" who double as members of the reserve units. They are included in the DPPC which corresponds to the mission of their unit, e.g., Land Forces, Tactical Air Forces.

B. Base Operating Support

Base Operating Support (Mission Support Forces) consists primarily of those organizations which operate installations where Strategic and General Purpose Forces are the principal tenants. Occasionally, Central Support Forces activities are conducted at these same installations. For example, approximately 50% of Navy specialized training is performed at fleet operating installations. The Base Operating Support manpower related to these centrally managed support activities is not separately identifiable from the manpower providing services to Navy mission forces and is counted in the Mission Support Forces category.

Many active CONUS installations are used by Reserve and National Guard units as well as active forces. For example, some Air Force Reserve tactical fighter squadrons operate from Tactical Air Command installations. The Base Operating Support manpower that provides services to both reserve and active units at active installations is counted as Base Operating Support rather than Reserve Components Support.

Base Operating Support includes a wide range of diverse services similar to those provided by local government, utilities, and the "service industry" segment of the civilian economy. Included are: (a) services which directly support forces, active and reserve (e.g., airfield operations, wharf operation, and base supply and transportation activities); (b) services which maintain the installation facilities (e.g., building and road construction and repair, police and fire protection, trash and sewage disposal, and utilities operation); (c) services which directly support operating personnel, military and civilian (e.g., food services, laundries, clothing issue, payroll and administrative activities, and housing); and (d) services which maintain the "standard of living" of servicemen, dependents, and retirees (e.g., exchanges, theaters, libraries, religious activities, and sports and entertainment facilities).

The amount of manpower required in Base Operating Support is dependent upon: (a) the number of installations; (b) the size of the population supported; (c) the composition of the population supported; and (d) the range and level of services provided. The decision to open or retain an installation generates a workload that requires a relatively "fixed" number of people. Activities such as road repair or electrical power plants are relatively insensitive to the number of people supported by the installation, but rather depend on the existence of the installation. The "fixed" requirements can change over time because of policy decisions to change the level of service provided (e.g., shorter commissary hours, more off-duty shuttle buses).

The "variable" portion of Base Operating Support manpower depends upon the size and composition of the population that is being supported. This population consists of active duty personnel and their dependents, and to a lesser extent, retirees and their dependents, Reserve and National Guard personnel, civilian Defense employees, members of other uniformed services (e.g., Coast Guard), and Foreign Service personnel and their dependents. The active duty serviceman assigned to an installation and accompanied by dependents is the largest consumer of Base Operating Support services.

Organizational differences cause the percentage of manpower accounted for under Base Operating Support (Mission Support Forces) to vary among the Services. The following table shows Base Operating Support (Mission Support Forces) manpower for FY 1978 as percentages of total strengths. Active military personnel and civilians are combined as are Guard and Reserve personnel.

Percent of FY 78 Manpower in Base Operations Support
(Mission Support Forces)

	<u>Active Military and Civilians</u>	<u>Guard and Reserve</u>
Army	9.4	2.6
Navy	6.7	-
Marine Corps	12.3	-
Air Force	19.9	2.8

The Army, Navy and Marine Corps include in the Base Operating Support category those people who provide fixed-site services such as housing and real property maintenance. Manpower providing food, transportation, and supply type services to divisions and ships are integral with those units for operational purposes and are counted as mission manpower. The Air Force carries only operations and maintenance manpower in its Strategic and General Purpose categories. Everyone on a base who supports wing operations and maintenance with either fixed-site or other services is counted as Base Operating Support.

The differences in organizational structure among the services are illustrated in the following comparison of the treatment of typical aggregation categories.

ARMY, NAVY, MARINE CORPS

GENERAL PURPOSE FORCES

COMBAT

MAINTENANCE

SUPPLY

FOOD SERVICES

BASE OPERATING SUPPORT

REAL PROPERTY MAINTENANCE

COMMISSARIES, CHAPELS, ETC.

AIR FORCE

GENERAL PURPOSE FORCES

COMBAT

MAINTENANCE

BASE OPERATING SUPPORT

SUPPLY

FOOD SERVICES

REAL PROPERTY MAINTENANCE

COMMISSARIES, CHAPELS, ETC.

The following table summarizes Base Operating Support (Mission Support Forces).

<u>Base Operating Support (Mission Support Forces)</u> (End Strength in Thousands)			
	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	201.3	187.6	189.6
Reserve Components	31.1	28.0	19.7
<u>Civilian</u>	181.7	170.5	167.5

The active military strength change from FY 1976 to FY 1977 is the result of many incremental increases and decreases. The Army has a net increase because shifts into this category due to accounting changes more than offset decreases from realignment of support responsibilities in the Pacific and base realignments in CONUS. Navy base operating support goes down because of the transfer of Fleet Maintenance Assistance Groups to General Purpose Forces, selected base reductions, and intentional underprogramming to accommodate accession smoothing in FY 1977. The Marine Corps decrease is due to consolidation of the Marine Barracks located at major Navy bases. The Air Force decrease is partially due to candidate base closure/realignment actions and transfer of support airlift resources to General Purpose Forces.

The active military increase from FY 1977 to FY 1978 largely reflects increased maintenance and operational systems support requirements at various Navy fleet and aviation support facilities.

The principal reason for the decrease in Reserve Component requirements from FY 1976 to FY 1977 is a revision in Navy mobilization requirements. About 3,400 mobilization billets have been eliminated from Base Operating Support as a result of the Project Readiness study. The sharp reduction in reserve manpower from FY 1977 to FY 1978 is largely due to the shifting of all Navy reservists in this category from the Selected Reserve to the Individual Ready Reserve.

The civilian strength change from FY 1976 to FY 1977 results from transfer of Army and Air Force commissary personnel to Central Support, and transfer of Navy Public Works operations to Central Support. The further decrease in civilians from FY 1977 to FY 1978 is mostly due to anticipated productivity gains in all Services.

C. Force Support Training

Force Support Training consists largely of Air Force and Navy advanced flight training and Army specialized training activities. It provides specific skills for mission accomplishment and the necessary link between the centrally managed training activities that provide individuals the basic skills to do a job, and the operational units themselves. Advanced training is provided by Fleet Readiness Squadrons (Navy), Marine Combat Crew Readiness Training Groups, and Combat Crew Training Squadrons (Air Force), in the specific aircraft to be flown into combat, thus making the transition from the undergraduate training aircraft where the basic flying skills are learned to the high performance operational aircraft. When aviators leave advanced flight training, they are ready to join deployed operational units and can fly combat missions.

The Army operates specialized warfare centers (i.e., arctic and jungle warfare), and the Navy operates fleet training groups which provide underway training assistance to ships.

Force Support Training
(End Strength in Thousands)

	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	33.8	35.6	34.9
Reserve Components	2.1	2.7	1.7
<u>Civilian</u>	2.7	2.8	2.8

Active military manpower increases in FY 1977 and FY 1978 due to increases in Air Force F-5E tactical fighter (Aggressor) training aircraft. Naval reserve requirements increase during FY 1977 to account for increased augmentation for the Fleet Aviation Specialized Operational Training Group. The reduction in reserve manpower from FY 1977 to FY 1978 is due to the transfer of all Navy reservists in this category from the Selected Reserve to the Individual Ready Reserve.

D. Command

The following subsections describe the various types of activities which are included in the Command (Mission Support Forces) category. It should be noted that the terms, "headquarters" and "command" are not synonymous, as the following discussion indicates.

1. Non-Service Organizations

These organizations include international, unified, and specified headquarters and associated administrative support and special activities. The Services provide manpower to these organizations. The Joint Chiefs of Staff, in coordination with the Services, determine the number required. Manpower requirements are based upon annual validations of manpower programs by the JCS and periodic manpower surveys. Included are:

a. International Military Headquarters. These headquarters are responsible for the command and control of operating forces of allied nations in combined military operations. Included are:

NATO Headquarters

NATO Military Committee
Allied Command Atlantic
Allied Command Europe
Allied Forces - Northern Europe
Allied Forces - Central Europe 1/
Allied Forces - Southern Europe 1/

Other Headquarters

Central Treaty Organization
South East Asia Treaty Organization
North American Air Defense Command
United Nations Command (Korea) 2/

1/ Subsidiary headquarters not listed but strengths are included in tables.

2/ Consolidated with Eighth Army and US Forces Korea.

b. Unified Command Headquarters. These headquarters are responsible for the command and control of operating forces of all Services in unified and coordinated activities under the direction of the Joint Chiefs of Staff. Included are:

Atlantic Command
U.S. European Command
Pacific Command
U.S. Southern Command
U.S. Readiness Command

c. Specified Command Headquarters. These headquarters are responsible for the command and control of operating forces assigned, primarily for a single service, in activities under the direction of the Joint Chiefs of Staff. In addition, these headquarters also serve as Service management headquarters. Included are:

Aerospace Defense Command
Strategic Air Command
Military Airlift Command

d. International and Unified Headquarters Support Activities. These organizations include airborne command posts, communication centers, special intelligence activities, and administrative support activities dedicated to and under the control of commanders of international or unified commands.

2. Service Management Headquarters

These headquarters provide Service command and control of deployed (or deployable) forces and forces tasked with the defense of the United States. The headquarters elements of the following organizations are included:

Army

U.S. Army-Europe
U.S. Army Forces Command
CONUS Numbered Armies

Navy and Marine Corps

Commander-in-Chief, U.S. Atlantic Fleet
Commander-in-Chief, U.S. Pacific Fleet
Commander-in-Chief, U.S. Naval Forces-Europe
Numbered Fleets
Navy Type Commands
Fleet Marine Forces

Air Force

Strategic Air Command 1/
Alaskan Air Command
Aerospace Defense Command 1/
Tactical Air Command
Pacific Air Forces
U.S. Air Forces in Europe
Military Airlift Command 1/
Numbered Air Forces

1/ Serve dual roles as Specified Commands and management headquarters.

3. Service Operating Commands

These organizations provide operational and administrative control of operating forces. Organizations included are: Navy task groups, ship squadrons, operating control areas, fleet air commands, fleet air wings, and carrier air wings; and Air Force air divisions.

4. Service Administrative Activities

These are separate organizations which perform administrative support activities, such as personnel, finance, data processing, judge advocate (legal), inspection, and safety. These organizations are differentiated from headquarters and operating commands (which also have people performing some of these functions) in that they have no control over any force units.

5. Special Activities

The Command category also includes the following organizations:

a. Combat Developments Activities. These activities are engaged in the development, testing, and evaluation of new concepts, tactics, organization structure and equipment requirements, policies, usages of equipment, etc.

b. Ceremonial Activities. These activities consist of Service bands and are primarily associated with unit morale, recruiting, and public relations programs.

c. Mission Operations/Control Activities. These organizations operate airborne command posts, tactical warfare centers, special communications activities, specialized security activities, tactical intelligence activities, and reconnaissance interpretation activities.

d. Logistical Support Activities. These organizations operate special aircraft maintenance activities, munitions activities, aircraft delivery groups, and materiel support activities.

The following table summarizes Command manpower (Mission Support Forces).

Command (Mission Support Forces)
(End Strength in Thousands)

	<u>FY 70</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	40.3	40.6	40.0
Reserve Components	14.4	13.8	6.6
<u>Civilian</u>	9.0	8.8	8.5

The apparent slight increase in active military manpower from FY 1976 to FY 1977 is due to actual understrengths in Army and Navy commands at the end of FY 1976. Planned active military reductions in the Command category in FY 1977 include transfer of Navy cryptologic support to General Purpose Naval Forces, transfer of Air Forces mission evaluation squadrons to other categories, and reductions in Air Force Management Headquarters. The decrease in active military manpower from FY 1977 to FY 1978 is due to transfer of Army RDT&E Test Boards to the Research and Development category, and termination of the Air Combat Evaluation/Air Intercept Missile Evaluation Test by the Air Force.

FY 1977 reserve reductions are due to revised Navy command augmentation requirements. FY 1978 reserve reductions are largely due to the shifting of many Navy reservists in this category from the Selected Reserve to the Individual Ready Reserve.

The civilian reductions in FY 1977 are due to the transfer of the Navy Fleet Combat Direction System Support Activity to Central Support Forces (Logistics). The reduction in civilian personnel in FY 1978 is due primarily to transfer of Army spaces to the Personnel Support category, in which long term training and civilian career intern programs have been consolidated.

E. FY 1979 Mission Support Forces Manpower

The following table displays the Mission Support Forces manpower required for FY 1979 compared to FY 1978.

Mission Support Forces Manpower Requirements
(End Strength in Thousands)

	<u>Active Military</u>		<u>Reserve Components</u>		<u>Civilian</u>	
	<u>FY 78</u>	<u>FY 79</u>	<u>FY 78</u>	<u>FY 79</u>	<u>FY 78</u>	<u>FY 79</u>
Reserve Components						
Support	13.9	13.9	2.6	2.6	18.3	18.1
Base Operating						
Support	189.6	189.4	19.7	20.0	167.5	167.5
Force Support						
Training	34.9	34.2	1.7	1.7	2.8	2.8
Command	40.0	40.3	6.6	6.6	8.5	8.5
	<u>278.4</u>	<u>277.7</u>	<u>30.6</u>	<u>30.9</u>	<u>197.1</u>	<u>196.8</u>

Note: Detail may not add to totals due to rounding.

CHAPTER VIII

CENTRAL SUPPORT FORCES

The goods and services essential for the proper functioning of the DoD are provided by a wide spectrum of activities throughout the Defense establishment and the private sector. Some of these goods and services are provided by integral parts of the operating organizations themselves. The supply of other goods and services are aggregated to higher than unit levels, but are traceable to specific missions. People working to provide this support are classified as Mission Support Forces and are discussed in Chapter VII. Some of the goods and services can be provided most efficiently if managed on a centralized basis either DoD-wide or Service-wide. This is the function of the million people in Central Support Forces.

Central Support Forces include people assigned to such activities as hospitals, clinics, and other "fixed-site" medical facilities; individual training; Service management headquarters; depot level supply and maintenance; and common support services to all Defense manpower, to other persons (e.g., retirees) and to other organizations (e.g., the Coast Guard). They account for approximately 26 percent of total DoD manpower, and more than 60 percent of the DoD civilians, as is shown in the following table.

Central Support Forces (CSF) Manpower as a Percentage
of Total DoD Manpower

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
CSF Active/Total Active	15.8	15.5	15.3
CSF Civilian/Total DoD Civilian	60.1	60.9	61.2
CSF Reserve Component/Total Reserve Component	7.8	8.1	6.9
Total CSF/Total DoD	25.8	25.7	25.5

In a sense, the Central Support Forces are the "overhead" of the DoD. Since Central Support Forces provide support in a centralized manner, it is difficult to attribute a specific amount of goods or services or the people associated with supplying these goods and services to a specific Defense mission. Consequently, the level of Central Support Forces manpower is generally not a direct function of mission force manpower or even total active duty military manpower. Rather, Central Support Forces are, for the most part, based on specific workload measures, such as personnel to be treated or trained, or number of ships or aircraft engines to be overhauled. Thus, once the appropriate workloads and their relationship to Central Support manpower have been determined, estimation of the associated manpower requirements can be accomplished through relatively straightforward computational procedures.

The remainder of this chapter discusses the seven subcategories of Central Support Forces: Base Operating Support, Medical Support, Personnel Support, Individual Training, Command, Logistics, and Federal Agency Support. Two of these subcategories -- Base Operating Support and Command -- are similar to subcategories of Mission Support Forces.

The following table summarizes, over FY 1970-1978, Central Support Forces Manpower by subcategory.

DoD Central Support Forces
(End Strength in Thousands)

	<u>FY 70</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active			
Base Operating Support	48.1	40.2	38.8
Medical Support	86.6	84.1	84.3
Personnel Support	32.6	33.7	33.6
Individual Training	108.8	109.3	107.5
Command	34.0	33.2	32.7
Logistics	17.2	20.4	20.5
Federal Agency Support	2.6	2.9	2.9
Total DoD	329.9	323.7	320.3
Reserve Components			
Base Operating Support	0.2	0.2	-
Medical Support	11.8	15.0	13.9
Personnel Support	0.7	0.4	-
Individual Training	43.7	43.8	43.7
Command	2.3	3.0	-
Logistics	6.1	6.7	0.4
Federal Agency Support	-	-	-
Total DoD	64.8	69.0	58.1
<u>Civilian</u>			
Base Operating Support	111.5	116.7	113.3
Medical Support	41.7	43.0	42.9
Personnel Support	17.9	22.5	25.0
Individual Training	33.2	33.3	32.3
Command	58.6	55.4	55.1
Logistics	363.2	360.2	362.3
Federal Agency Support	*	0.1	0.1
Total DoD	626.0	631.3	631.1

Note: Detail may not add to totals due to rounding.

*Fewer than 50 spaces.

A. Base Operating Support

The people in Base Operating Support (Central Support Forces) are assigned to organizations which either operate individual training or logistics installations, or provide centrally managed Service-wide support (e.g., Navy Public Works Centers and Commissaries). In general, they provide the same range of services as the people included in the Base Operating Support subcategory discussed in the chapter on Mission Support Forces. The primary distinction between these two manpower categories is in the "who" is supported rather than what services are provided.

The Navy and Marine Corps manpower accounting system places the majority of base operating support of training installations in the Individual Training category rather than Base Operating Support (Central Support Forces).

The requirement for people involved in Base Operating Support in Central Support Forces is dependent upon workload. The relationship of workload and manpower for various Base Operating Support services is based on engineered standards which are periodically reviewed by the Services.

The number of people required is a function of fixed and variable factors. The fixed portion depends upon the number of installations supported and the range and level of services provided. The variable portion depends upon various workload measures such as the size and composition of the population supported.

The following table summarizes Base Operating Support (Central Support Forces) manpower.

Base Operating Support (Central Support Forces) Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Army</u>			
Active	20.2	17.0	16.6
Reserve Components	-	-	-
Civilian	45.0	46.1	45.4
<u>Navy</u>			
Active	2.6	2.7	2.7
Reserve Components	0.2	0.2	-
Civilian	25.9	26.2	24.2
<u>Marine Corps</u>			
Active	4.4	4.4	4.4
Reserve Components	-	-	-
Civilian	4.4	4.4	4.4
<u>Air Force</u>			
Active	20.9	16.1	15.1
Reserve Components	-	-	-
Civilian	30.3	33.7	33.4
<u>Defense Agencies</u>			
Civilian	5.9	6.3	5.9

The change in Army active military from FY 1976 to FY 1977 reflects decreases due to base closures and realignments. The reductions in Air Force active military over this period are primarily attributable to the transfer of Andrews, Bolling and Moody Air Force Bases from Central Support to Mission Support (brought about by command and host transfers) the transfer of maintenance functions at Wright-Patterson Air Force Base to other categories; and anticipated candidate base closure and realignment actions. These reductions are partially offset by the transfer of Kirtland AFB from Mission Support Forces to Central Support Forces.

Army active military manpower is further reduced by 400 billets from FY 1977 to FY 1978 due to conversions of commercial and industrial activities to contract operations. Air Force active reductions of 1,000 billets over this period result primarily from base operating support activity changes and proposed base closure actions. The elimination of Reserve Component manpower in FY 1978 reflects the transfer of all Naval Reservists in this category from the Selected Reserve to the Individual Ready Reserve. This action affects units augmenting Public Work Centers.

Army civilians increase during the FY 1977 to FY 1978 period as a net result of the transfer of commissary personnel from Mission Support Forces, partially offset by base realignments and Congressionally-directed and other general reductions. The 300 billet increase in Navy civilians during this period reflects the transfer of Public Works Operations at North Island, California from Mission Support to Central Support. The apparent increase in Defense Agency civilians from FY 1977 to FY 1978 reflects a temporary understrength at FY 1977.

Army civilians decrease from FY 1977 to FY 1978. This reflects reduced base operations for training support (-100), in-house-to-contract conversions (-800) and other reductions to meet employment goals. These are partially offset by increases due to use of part-time employees in commissaries (+250). The decrease in Navy civilians in FY 1978 occurs due to several actions: a reduction of 324 spaces associated with the consolidation of helicopter pilot training under the Army; approximately 400 spaces associated with the reduction of a flight training base; and 1,200 spaces due to the conversion to contractor support of specific maintenance at Public Work Centers. Also during FY 1977 and FY 1978, an additional 122 and 168 positions respectively are required to convert permanent positions to part-time in the Commissary Retail Sales.

Air Force civilians also decrease by 300 positions in FY 1978 due to conversions from in-house to contract and efficiencies in commissary operations.

B. Medical Support

The people involved in Medical Support provide the resources for the operations of the 187 hospitals and 375 dispensaries and outpatient clinics with a total of 26,542 operating beds which constitute the DoD military direct-care medical system. These medical people are the individuals required to provide a nucleus around which to build our wartime medical force. The medical care demands of the active duty force in peacetime are less than the delivery capability of the medical manpower nucleus. Therefore, use of the direct-care system by retirees, dependents, and other DoD beneficiaries ensures increased peacetime utilization of this nucleus of medical manpower.

This medical manpower is routinely assigned to fixed-site medical activities such as hospitals and clinics, and to operational billets in ships and in field medical battalions. Many medical support people assigned to operational billets work in hospitals and other fixed-site facilities during peacetime when not performing their tactical mission.

The beneficiary population eligible for care in DoD medical facilities has remained relatively constant over the past few years with only slight increases in the rate of hospital admissions. However, the average beds occupied daily reflect a marked decline of 11%. The national trend towards providing maximum care on an outpatient basis, especially minor surgery such as tonsillectomies, has contributed to this decline in hospitalization. This practice has resulted in a 2.3% increase in outpatient visits to DoD medical facilities. The Military Departments have also made a concerted effort to reduce the length of stay in DoD medical facilities to decrease operating costs.

Approximately one million beneficiaries receive health care from civilian providers under the Civilian Health and Medical Program of the Uniformed Services (CHAMPUS) rather than in military hospitals. These people are authorized use of CHAMPUS when the inpatient care they need is not available in nearby military facilities. For outpatient care they can exercise their own discretion. The cost of the CHAMPUS program has been increasing significantly in recent years (as shown below) due to inflation, increased use, increased intensity of the health care being provided by the industry, and increased eligible population.

CHAMPUS Costs Since FY 1974

<u>Fiscal Year</u>	<u>CHAMPUS Cost (\$ millions)</u>
1974	470
1975	520
1976	550
1977	580
1978	620

The number of people needed to staff medical activities is based on detailed workload studies and manpower surveys for each facility. Projected CHAMPUS funding is based on the expected average number of claims per person using CHAMPUS, the growth in population using the program, and expected inflation of civilian medical costs.

The following table summarizes Medical Support manpower:

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Army</u>			
Active	31.4	30.2	30.1
Reserve Components			
ARNG	0.2	0.2	0.2
USAR	8.7	11.7	12.0
Civilian	25.0	25.3	25.4
<u>Navy</u>			
Active	22.8	21.6	21.6
Reserve Components	1.4	1.2	-
Civilian	9.1	9.8	9.7
<u>Air Force</u>			
Active	32.4	32.3	32.6
Reserve Components			
AFR	1.5	1.9	1.7
Civilian	7.4	7.7	7.6
<u>Defense Agencies</u>			
Civilian	0.2	0.2	0.2

The decrease in the Army active manpower program from FY 19TQ to FY 1977 reflects a temporary overmanning of medical support units and a management effort initiated to align and correctly identify military manpower by category. The decrease in Navy active manpower during this period reflects a temporary overmanning of medical support units experienced at the end of FY 19TQ.

The 3,000 billet increase in Army Reserve manpower reflects anticipated improvements in recruiting and retention.

Navy civilian increases of 700 positions during this period include 200 positions for the new Naval Hospital in New Orleans, 400 spaces for increased Pacific area medical support responsibilities, and 100 spaces for the Naval Home in Gulfport, Mississippi.

The FY 1978 Air Force active military manpower increase is attributable to slight increases in family practice and additional manpower requirements to support the Occupation Safety Health Act (OSHA).

The Reserve Component reduction in FY 1978 reflects the transfer of all Naval Reservists in this category from the Selected Reserve to the Individual Ready Reserve.

C. Personnel Support

Personnel Support includes people to provide several varied services to active duty military personnel. The major components of this category are: Recruiting and Examining; Counterintelligence and Investigative Activities; Overseas Dependents Education Programs; and Other Personnel Support.

1. Recruiting and Examining

The people associated with recruiting and examining operate about 6,000 recruiting offices, manage the recruiting program, and operate 66 Armed Force Entrance and Examination Stations. In FY 1978, approximately 25,000 military and civilian personnel are associated with recruiting and examining as compared to 23,000 in FY 1976.

2. Counterintelligence and Investigative Activities

The people associated with counterintelligence and investigative activities perform investigations of applicants for Defense positions requiring security clearance and operate various programs designed to prevent the compromise of classified information. Included are the people for the operation of the Defense Investigative Service. This category also includes people associated with Service counterintelligence and criminal and fraud investigative activities.

3. Overseas Dependent Education Program

The people associated with the Overseas Dependent Education Program operate the elementary and secondary school systems for the children of military and Defense civilian personnel stationed outside of the United States.

Beginning in FY 1976, Overseas Dependents Education personnel are shown in the Defense Agency strengths rather than the individual Departments. About 2,100 of these civilians work year round and appeared in the FY 1976 end strength. Another 7,700, who work only during the school year, first appear in the end strength for FY 1976, when the fiscal year end changed from June to September.

4. Other Personnel Support

The people associated with Other Personnel Support are involved in the operation of Armed Forces reception centers, disciplinary barracks (including rehabilitation and retraining activities), centrally funded welfare and morale programs, and the Armed Forces Information Program, and other similar activities.

The following table summarizes the people in Personnel Support:

<u>Personnel Support Manpower</u> (End Strength in Thousands)			
	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Recruiting and Examining</u>			
Military			
Active	19.4	21.3	21.3
Reserve Components	-	-	-
Civilian	3.3	3.3	3.3
<u>Counterintelligence and Investigative</u>			
<u>Activities</u>			
Military			
Active	3.7	3.4	3.2
Reserve Components	0.7	0.4	-
Civilian	2.2	2.5	2.6
<u>Overseas Dependent Education</u>			
<u>Program</u>			
Military			
Active	-	-	-
Reserve	-	-	-
Civilian	9.3	9.8	9.6
<u>Other Personnel Support</u>			
Military			
Active	9.5	9.0	9.1
Reserve Components	-	-	-
Civilian	3.1	6.9	9.5
<u>Total Personnel Support</u>			
Military			
Active	32.6	33.7	33.6
Reserve Components	0.7	0.4	-
Civilian	17.9	22.5	25.0

The increase in active manpower from FY 1976 to FY 1977 is due to increased support of recruiting activities. All of the Reserve Component people for Personnel Support are assigned to the Naval Reserve. The 300 billet decrease in Naval Selected Reservists during this period reflects a reevaluation of mobilization requirements for the Navy Investigative Service. The increase in civilian manpower for Personnel Support during this period is largely due to the Army's transfer of 3,700 billets associated with the Personnel Administration Activities from the Command category to Central Support.

The 2,500 position increase in civilian manpower from FY 1977 to FY 1978 is due to the transfer by all of the Services of civilians in Education and Development programs to this category. The Reserve Component reduction reflects the transfer of all Naval Reservists in this category from the Selected Reserve to the Individual Ready Reserve.

D. Individual Training

The people included in this category are those who conduct and support centrally managed Service training activities in schools and training centers. This category does not include the people undergoing training -- the trainees, students, cadets, and midshipmen -- who are reported under the Individuals category, discussed in Chapter IX. The training addressed in this category imparts required skills and knowledge to individuals so that they are prepared to apply these skills in later assignments as members of operational organizations. This focus on the individual distinguishes Individual Training from Force Support Training, a subcategory of Mission Support Forces, which is training conducted by operational units in order to achieve and maintain their combat readiness.

The Individual Training category currently includes some people who perform missions other than the training of students, trainees, and cadets. This situation is particularly evident in the Army because of the multiple missions of its Training and Doctrine Command. In addition to conducting the bulk of the Army's training of individuals, this command also develops operational and organizational doctrine for the Army as a whole and provides training assistance to Army units in the field. Over 20 percent of Army Individual Training manpower (active military and civilian) is employed in missions which do not directly contribute to the training of individuals in the Army's centralized training system.

This section presents only a short overview of Individual Training in the Department of Defense. A detailed analysis of individual training conducted by the active training establishment is presented to the Congress in the Military Manpower Training Report for FY 1978.

A smoothly functioning, efficient, and ready military establishment must be manned with the right number of properly trained personnel. Producing these trained personnel is the task of the training establishment. The number of personnel which must be trained in a given skill is a function of projected skill requirements versus projected skill inventories. If the inventory of qualified personnel in a skill is forecast to be less than the need, replacements must be trained in advance to fill the vacancies.

Reserve Component manpower devoted to Individual Training provides for mobilization augmentation of the active training establishment. Included are both units and individuals. A reserve component training organization, for example, would activate a training center, and mobilization designees from other reserve components would provide augmentation staffing for existing centers.

The requirement for Individual Training manpower is based, in part, on the total number of personnel to be trained, including both active and reserve component military personnel, whether assigned to a school or attending in temporary duty status, as well as personnel from other government agencies (e.g., Coast Guard) and foreign military students. The number of personnel required to instruct and support a given student/trainee workload is based on work measurement studies and historical experience, codified into staffing guides and other manning documents. The overall size of the active training establishment is sensitive to the number of new active and reserve accessions and the rate of retention of experienced personnel; it is also strongly influenced by the mix of types of training, methods of instruction, and the amount of training equipment which must be operated and maintained.

In the active training establishment, the people associated with Individual Training are subdivided into five categories, each of which is briefly described in the following paragraphs. In addition, people who are related to more than one type of training are considered to be associated with overall training support.

1. Recruit Training

The people involved in recruit training are responsible for providing the basic introductory and indoctrination training given to all nonprior service enlisted personnel, including reservists, immediately after entrance into a Service. Reservists account for about 20% of the training workload in FY 1978. Most graduates of recruit training advance to initial skill training, where they learn the basic skills associated with a particular military specialty in order to become productive members of operational units at the apprentice level.

2. Officer Acquisition Training

The people associated with this category are involved in providing training programs leading to a commission in one of the Services. Included are the faculties and staffs of the Service academies, ROTC instructors, and instructors and staffs in officer candidate schools.

3. Specialized Skill Training

The people associated with specialized skill training are responsible for providing individuals with skills needed in military specialties. Participants include graduates from recruit or officer acquisition training who are learning skills at the basic level and, at the more advanced level, officers and enlisted personnel with some operational experience who are being prepared for jobs of greater responsibility or technical complexity.

4. Flight Training

The people associated with flight training are responsible for the undergraduate training of pilots, navigators, and Naval flight officers, exclusive of Force Support Training and the training carried out in operational units. Included also are people responsible for providing some related advanced flight training, such as Army instructor flight training and Air Force navigator/bombardier and electronic warfare training. Course lengths vary considerably according to the needs of each Service and, in the case of pilot training, the type of aircraft -- jet, propeller-driven, or helicopter.

5. Professional Development Education

The people in this category are associated with providing educational courses conducted at the higher-level Service schools or civilian institutions to broaden the outlook and knowledge of senior military personnel or to impart knowledge in advanced academic disciplines to meet Service and joint requirements. Almost all of these people are involved in operating the intermediate and senior Service and Joint schools (i.e., command and staff colleges and war colleges and the National Defense University) and Service graduate schools (i.e., Air Force Institute of Technology, Navy Postgraduate School).

The following table summarizes Individual Training manpower.

Individual Training Manpower 1/
(End Strength in Thousands)

	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	108.8	109.3	107.5
Reserve Components	43.7	43.8	43.7
<u>Civilian</u>	33.2	33.3	32.3

1/ Excludes active military and reserve component trainees and students, and Service Academy and ROTC cadets (see Chapter IX).

The reductions in active military (1,800 billets) and in civilians (1,000 positions) from FY 1977 to FY 1978 reflect the continuing management emphasis within the Department of Defense upon making more efficient use of training manpower resources. The year-to-year fluctuations also are affected by the changes in training workloads to be accomplished, primarily because of variations in nonprior service enlistments. The Reserve Component reduction reflects the transfer of all Naval Reservists in this category from the Selected Reserve to the Individual Ready Reserve.

E. Command

Command (Central Support Forces) differs from Command (Mission Support Forces) only in the type of forces managed. The people in this category are provided for: (1) Non-Service management headquarters; (2) Service management headquarters; (3) Service Administrative activities; and (4) Special activities.

The terms headquarters and command are not synonymous as the discussions indicate.

1. Non-Service Management Headquarters

This category contains people assigned to the Office of the Secretary of Defense (OSD) and the Organization of the Joint Chiefs of Staff (OJCS). These headquarters are engaged in the overall policy formulation; planning, programming, and budgeting; and administration and operational control of the Department of Defense. The Services provide military personnel to the organizations, but the requirement is established by OSD/OJCS. The number of people associated with these headquarters is dependent upon the degree of centralization necessary for effective management of the defense programs.

2. Service Management Headquarters

This category contains people that are responsible for overall policy formulation; planning, programming, and budgeting; and administration of the entire Service such as the Service departmental staffs (secretariat and Service staff). Also included are headquarters people who are responsible for the administration of individual training and depot-level logistics activities such as the U.S. Army Training and Doctrine Command, the Navy Materiel Command and Systems Commands, and the Air Force Logistics Command.

3. Administrative Activities

The people in this category are assigned to separate organizations which perform centralized administrative support activities, such as: personnel; finance; data processing; judge advocate (legal); inspection; and safety.

4. Special Activities in Command

The Command category contains people assigned to miscellaneous organizations, most of whom do not fit into any other category. Included are:

a. Ceremonial Activities. These people are primarily related to public interest in specific activities such as the Service bands, honor guards, and the USS CONSTITUTION.

b. Civil Air Patrol. The Department of the Air Force has the mission of providing support to the Civil Air Patrol. The requirements for people in this activity are related to the organization of the Civil Air Patrol, currently one wing for each state.

c. Criminal Investigation Activities. The people assigned to these organizations investigate crimes committed on DoD property (including leased space) and assist federal, state, and local law enforcement agencies in investigations of alleged crimes involving defense personnel. The manpower requirements are a function of workload and the geographic dispersion of defense installations.

d. Intelligence Support Activities. Included are people assigned to the Air Force Intelligence Service which provides specialized intelligence services to Headquarters USAF and USAF commanders worldwide.

e. Logistic Support Activities. Included are people for Air Force special aircraft maintenance activities, munitions maintenance activities; explosive ordnance disposal activities, and the Air Force Civil Engineering Center. Included for the Navy are people assigned to

organizations which provide functional and administrative support on an area-wide basis. The Army people included here are those assigned to general support, munitions maintenance, and explosive ordnance disposal activities.

f. Operational Evaluation Activities. Included are people involved in the administration and operational evaluation of new Navy weapon systems.

The following table summarizes Command (Central Support Forces) manpower.

Command (Central Support Forces) Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	34.0	33.2	32.7
Reserve Components	2.3	3.0	-
<u>Civilian</u>	58.6	55.4	55.1

Military and civilian net decreases of 800 billets and 3,200 positions respectively reflect transfers to and from this category during FY 1977. Civilians decline by 300 positions as further headquarters reductions are accomplished during FY 1978. Active manpower increases by 500 billets in FY 1978. All reserve component people in this category are assigned to the Naval Reserve. The 700 billet increase in Naval Reservists in FY 1977 is due to reevaluation of mobilization requirements associated with flight training, administrative command and personnel procurement units. The Reserve Component reduction in FY 1978 reflects the transfer of all Naval Reservists in this category from the Selected Reserve to the Individual Ready Reserve.

F. Central Logistics

An adequate logistics capability is essential to maintaining the operational capability of the Armed Forces. Logistics support occurs at every organizational level in DoD. It includes over a million people ranging from the private in the local unit supply office to the Assistant Secretary of Defense for Installations and Logistics with worldwide responsibilities. The centrally managed supply, maintenance and other logistics activities are classified as Central Logistics. They employ some 383,000 people who are divided into the following three categories:

1. Supply Operations

The people employed in supply operations at the central or wholesale level buy, store, distribute, manage and control the supplies

and spare parts needed by the Services. The factors influencing the workloads and manpower required at the central supply activities include:

- the amount of equipment being used;
- the anticipated tempo of operations of the Armed Forces;
- the desired level of combat readiness;
- the maintenance required on the equipment; and
- introduction or phase-out of equipment.

2. Maintenance Operations

Central or depot level maintenance manpower is required to repair, overhaul and modify equipment and components. Factors influencing the maintenance workloads to be performed and the manpower required at the shipyard or depot level include:

- the size of the equipment inventory;
- the rate of use and conditions under which it is used;
- the desired level of materiel readiness;
- the maintenance, repair and overhaul policies and standards established for each type of equipment;
- the backlog carried forward from previous years and allowed to be carried over to future years; and
- the amount of central maintenance to be contracted to the private sector. (About 30 percent of the mission essential depot maintenance is now accomplished by private industry on contract.)

3. "Other" Logistics Support

People are needed to perform a wide variety of centrally managed logistics support functions, in addition to those discussed above. Major tasks include:

- the development and publication of technical documentation;
- the operation of printing facilities; and
- the operation of various engineering and testing facilities in support of logistics functions and industrial preparedness activities.

The following examples are some of the more than 200 facilities or activities in DoD whose major mission is central or depot-level supply, maintenance or other logistics support.

Army Central Supply and Maintenance Operations are performed in Army Depots and other Army logistic facilities worldwide. Major logistics responsibilities for the US Army reside in the US Army Development and Readiness Command (DARCOM) which oversees six major commodity commands, primarily responsible for inventory management and other logistic support. These include: Tank and Automotive, Warren, MI; Aviation and Troop Support, St. Louis, MO; Communications and Electronics, Ft. Monmouth, NJ; Missile, Huntsville, AL; and Armaments, Rock Island, IL.

Navy Central Logistic Support is organized under the Naval Material Command in Washington, D.C. with subordinate systems commands for air, sea, electronics, supply, and facilities. Central logistic operations in the Navy take place within these systems commands at two Navy inventory control points, six Naval supply centers, eight Naval shipyards, seven Naval air rework facilities and numerous other facilities. Marine Corps supply and maintenance operations are performed principally at two logistic support bases; Albany, GA and Barstow, CA.

Air Force Central Logistics Operations are the responsibility of the Air Force Logistics Command (AFLC), Dayton, OH. Inventory management, depot-level supply and maintenance operations take place primarily at the five Air Logistics Centers at Ogden, UT; Oklahoma City, OK; Sacramento, CA; San Antonio, TX; and Warner-Robins, GA.

The Defense Logistics Agency, with Headquarters in Alexandria, VA, operates through six Defense Supply Centers, four Defense Depots, nine Contract Administration Services Regions and other facilities and offices.

The determination of logistics manpower requirements is accomplished by the Military Departments and Defense Agencies through a series of techniques including engineering and statistical manning standards, manning guides based on past experience; and the projected supply and maintenance needs of the operating and support forces.

In FY 1978, approximately 383,000 men and women will perform central logistics functions. This includes 362,300 civilians (mostly wage board), 20,500 active military and 400 reservists as shown in the following table.

Central Logistics Manpower
(End Strength in Thousands)

	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Supply</u>			
<u>Military</u>			
Active	6.5	6.6	6.7
Reserve Components	0.7	1.6	-
Civilian	116.5	114.2	115.0
<u>Maintenance</u>			
<u>Military</u>			
Active	7.9	8.6	8.6
Reserve Components	3.5	3.6	0.4
Civilian	211.7	210.1	212.5
<u>Logistics Support</u>			
<u>Military</u>			
Active	2.6	5.2	5.2
Reserve Components	1.9	1.6	-
Civilian	34.9	35.8	34.7
<u>Total Logistics</u>			
<u>Military</u>			
Active	17.2	20.4	20.5
Reserve Components	6.1	6.7	0.4
Civilian	363.2	360.2	362.3

Note: Detail does not add to totals due to rounding.

The apparent military manpower increase in FY 1977 results from an Army realignment and reclassification of their logistics manpower spaces. The civilian manpower decrease in FY 1977 results from:

- a decreasing inventory and flying hour program;
- productivity improvements such as the Air Force Depot Maintenance Modernization Program; and
- a shift of planned manpower spaces from logistics to base operations to allow continued operation of bases the DoD had planned to close.

The civilian reduction in FY 1977 was achieved even though there were increases of about 1,600 civilians associated with expanded naval ship-yard workload in the Fleet Repair, Alterations and Conversion Programs, and about 2,400 civilians associated with industrial-funded workload adjustment for Army maintenance and supply.

Logistics manpower is programmed to increase in FY 1978 primarily to accommodate an increased flying hour program, to reduce a logistics readiness shortfall identified in the Air Force, and to support increased workload in naval shipyards and Navy supply activities. Manpower increases are partially offset by savings resulting from productivity improvements including the designation of the Army as the single manager for conventional ammunition.

G. Federal Agency Support

Federal Agency Support includes military and some civilian individuals assigned to Federal departments and independent agencies. The DoD assigns people to these organizations when it furthers the interests of DoD or when authorized by law. Assignments are reimbursable except in those instances where the mission is specifically given to DoD. A significant amount of effort has been expended to either control or reduce the level of military people assigned in support of various non-DoD functions. During 1976, there were over 100 separate new or continued assignment requests from outside DoD for the loan of military people. In each case, the Department determined the appropriateness of the assignment consistent with policy, and in addition, whether the proposed assignment represented the most effective way to satisfy the requirement. A summary of the organizations involved and numbers of military people assigned is shown below. In the case of the almost 800 people assigned to the National Science Foundation (NSF) -- the NSF draws upon existing DoD (Navy) resources and capabilities to support its Antarctic program rather than forming and training an aviation unit and supporting logistics. In FY 1977 about 100 Air Force civilians supporting NASA are transferred from other manpower categories to Federal Agency Support. There is no significant change in Defense manpower for this category over the FY 1976-FY 1978 time period.

The following table summarizes DoD personnel assigned to support other Federal agencies:

Federal Agency Support
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	2.6	2.9 <u>1/</u>	2.9 <u>1/</u>
<u>Civilian</u>	*	0.1	0.1

1/ Table differs from detailed listing which follows because of rounding.

*Fewer than 50 spaces.

The following table provides details of military personnel supporting other Federal Agencies.

Military Personnel Supporting Non-DoD Functions

	Military Personnel		
	<u>FY 70</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Assigned Outside DoD</u>			
<u>Nonreimbursable Personnel</u>			
Executive Office of the President	39	52	52
State (UN Truce Supervision)	36	36	36
Interior Department	25	29	29
Energy R&D Administration	27	31	29
Other Activities	29	31	30
Subtotal Nonreimbursables	<u>156</u>	<u>179</u>	<u>176</u>
<u>Reimbursable Personnel</u>			
Transportation Department	45	71	81
Arms Control & Disarmament Agency	17	23	17
NASA	57	73	73
Canal Zone Government	38	37	37
Selective Service	57	36	20
Classified Activities	160	181	181
Other Activities	30	32	34
Subtotal Reimbursable	<u>404</u>	<u>453</u>	<u>443</u>
Total Outside DoD	560	632	619
<u>Assigned to DoD Activities in Support of Non-DoD Functions</u>			
<u>Nonreimbursable Personnel</u>			
State (Embassy Security Guards)	1,214	1,265	1,265
<u>Reimbursable Personnel</u>			
National Science Foundation (Antarctic)	722	789	789
Other Activities	108	146	146
Subtotal Reimbursable	<u>830</u>	<u>935</u>	<u>935</u>
Total Other Activities	2,044	2,200	2,200
<u>Grand Total</u>	<u>2,604</u>	<u>2,832</u>	<u>2,819</u>

H. FY 1979 Manpower Requirements

The following table shows Central Support Forces military and civilian manpower requirements for FY 1979 compared with FY 1978.

Central Support Forces Manpower Requirements (End Strength in Thousands)

	<u>Active Military</u>		<u>Reserve Components</u>		<u>Civilian</u>	
	<u>FY 78</u>	<u>FY 79</u>	<u>FY 78</u>	<u>FY 79</u>	<u>FY 78</u>	<u>FY 79</u>
Base Operating Support	38.8	38.9	-	-	113.3	114.7
Medical Support	84.3	84.6	13.9	14.2	42.9	43.0
Personnel Support	33.6	33.4	-	-	25.0	25.1
Individual Training	107.5	108.0	43.7	45.0	32.3	32.4
Command	32.7	32.5	-	-	55.1	54.9
Logistics	20.5	20.6	0.4	0.4	362.3	365.5
Federal Agency Support	2.9	2.9	-	-	0.1	0.1
Total	320.3	320.9	58.1	59.6	631.1	635.7

There are no significant changes planned in military manpower in FY 1979. The increase in civilians is due to increases in people for Navy shipyards and the Air Force depot maintenance program.

CHAPTER IX

INDIVIDUALS

A. Discussion

Military manpower can be divided into two broad categories: force structure and individuals. All of the manpower in the previously discussed manpower categories is considered force structure manpower. The force structure is the aggregation of units required for sustained performance of the Defense mission. The manpower for each unit is determined on the basis of workload, combat doctrine or other organizational criteria.

Not included in unit manning documents are military personnel being transferred between units, undergoing certain types of training, receiving medical treatment on a full-time basis, imprisoned, or awaiting separation. These people are accounted for in the Individuals category. For example, the manpower required to staff a recruit training center with instructors and administrators is accounted for in a unit manning document and is part of the force structure, but the recruits in training are accounted for in the Individuals category. Similarly, a hospital's staff is part of the force structure while the patients are considered Individuals.

There is no Individuals category for civilian manpower. Compared to the military system, the civilian system must provide for only a few moves and does relatively little training. Sick leave is factored into a manhour availability used to convert industrial workloads into strength requirements. Civilian trainees jobs are programmed as part of the overall work force at an activity. When civilians are away from their jobs for long-term professional development training, they are not replaced. Their duties are absorbed by temporary reassignment of their work to other employees.

The Personnel Management Systems for the civilian work force are decentralized, as opposed to the military systems which are centralized at the Service level. In a centralized system of assignment and accountability, a way to account for the people who are in transit, in training, or hospitalized is essential. In a decentralized system it is not.

Reservists on initial active duty for training are carried in the Individuals category for the Reserve Components.

Manpower planning for the Individuals categories is less precise than for the force structure. This is due to the range of uncertainty associated with the planning factors. Lengths of some courses, for example, are known in advance; others, however, depend on the rate at which the material is learned. Other factors, such as the numbers of

people who will attend those courses, are based on estimates and subject to even more uncertainty. For example, the number of people going through recruit training is based on non-prior service accession plans, but these accession plans are based on enlistment and loss rates which are not completely controllable. Other factors, such as patient load in hospitals, are completely uncontrollable. When estimates are required, they are usually projected from historical data.

Individuals serve the entire force structure. Therefore, if manpower allocated for Individuals is insufficient for real needs, shortages of personnel will occur in both mission and support forces. For example, assume we calculate that 76,400 transients are required at end FY 1978. Suppose we attempt to save manpower by programming for only 74,000. Unless we change policies to reduce the number or length of moves, the result will be an unplanned shortage of 2,400 people in force structure units, with commensurate degradation of force readiness.

The following table summarizes Individuals military manpower.

Individuals (End Strength in Thousands)			
	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Active Military</u>			
Transients	83.5	82.2	76.4
Patients/Prisoners/Holdees	16.8	16.4	15.7
Trainees/Students	216.8	216.6	215.8
Cadets	13.1	13.0	13.0
Total DoD	330.3	328.2	320.9
<u>Reserve Components</u>			
Trainees/Students	28.8	32.1	39.6

Note: Detail may not add to totals due to rounding.

B. Transients

Transient requirements are largely a function of the Permanent Change of Station (PCS) move program. Transient manpower spaces are provided to account for time consumed during PCS moves and include travel, leave enroute, and temporary duty enroute. Leave enroute allows people time to relocate or to use earned time off between assignments. Temporary duty enroute is usually associated with preparing people for their next duty assignment. PCS move requirements are driven by annual accessions and losses, tour length, skill/job matches, and the total number of people in the Armed Forces.

The following table summarizes Transient military manpower by Service.

	Transients (End Strengths in Thousands)		
	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Active Military</u>			
Army	27.4	28.2	25.5
Navy	25.6	26.7	23.9
Marine Corps	9.6	8.7	8.5
Air Force	20.9	18.6	18.5
Total	<u>83.5</u>	<u>82.2</u>	<u>76.4</u>

Note: Detail may not add to totals due to rounding.

Projected Transient strengths for FY 1977 and 1978 are based upon historical experience of the average enroute time per PCS move and the projected PCS move program for the fiscal year. The general downward trend is due to continuing DoD actions to reduce unnecessary personnel turbulence and stabilize the length of tours. These actions include reducing the number of PCS moves through better management of personnel reassignments.

The Army increase from FY 1970 to FY 1977 is attributable to the one-time requirement for additional moves to eliminate the overseas tour extensions which were imposed in FY 1975 and continued through FY 1977. The Army reduction from FY 1977 to FY 1978 reflects the removal of this requirement and a lower level of losses and non-prior service accessions.

The apparent increase in Navy Transients between FY 1970 and FY 1977 is an anomaly resulting from actual Transients at end FY 1977 being below planned levels. About 700 of the FY 1977 to FY 1978 Navy decrease is due to a change in Navy policy regarding eligibility for administrative time off on PCS moves.

C. Patients, Prisoners, and Holdees

This account provides manpower to offset losses to units resulting from hospitalization, confinement in a military disciplinary facility, or assignment to a correctional training facility. It also accounts for personnel awaiting reassignment upon termination of medical treatment, awaiting administrative discharge, or in the process of separating from active duty. Patient and prisoner projections are based on historical incidences of noncombat casualties, illnesses and confinement. Holdees, or personnel awaiting reassignment or separation, are based on average delays and incidence of people experiencing these delays.

The following table summarizes Patients, Prisoners, and Holdees military manpower.

Patients, Prisoners, and Holdees
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Active	16.8	16.4	15.7

The projected decline from FY 1970 through FY 1978 is mostly due to an anticipated improvement in the quality of Navy recruits, and to expected reductions in the numbers of Army and Air Force personnel awaiting separation at the end of FY 1977.

D. Trainees, Students, and Cadets

The number of trainee and student spaces is a function of enlistment patterns, course lengths, and training plans. The only reserve components spaces in the Individuals account are those for initial active duty for training. A comprehensive discussion of the determination of trainee and student loads is included in the FY 1978 Military Manpower Training Report.

The following table shows active and reserve trainee and student strengths.

Trainees and Students
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Active</u>			
Army	89.2	95.3	91.2
Navy	68.4	56.7	61.3
Marine Corps	25.3	26.9	25.3
Air Force	33.9	37.7	38.0
Total	216.8	216.6	215.8
<u>Reserve Components</u>			
Army National Guard	18.6	17.9	19.9
Army Reserve	3.9	5.8	11.4
Naval Reserve	0.5	0.7	0.9
Marine Corps Reserve	3.2	3.3	3.0
Air National Guard	1.7	2.4	2.4
Air Force Reserve	0.9	2.0	2.0
Total	28.8	32.1	39.6

Note: Detail may not add to totals due to rounding.

Most of the changes in students and trainees are related to changes in levels of non-prior service accessions and the planned phasing of these accessions over the fiscal year. The Air Force increases are due to higher accessions. Army and Marine Corps increases from FY 1976 to FY 1977 are required to support end-strength increases and, in the case of the Army, to accommodate larger numbers of recruits in the late months of FY 1977 than were enlisted in the same period in FY 1976. The Army and Marine Corps decreases from FY 1977 to FY 1978 are due to lower accessions. As explained in Chapter IX, the Navy figure for FY 1977 is about 5,800 below actual requirements. The Navy increase from FY 1977 to FY 1978 is the net result of increases to correct this anomaly and reductions stemming from lower accession requirements.

The following table displays Cadet/Midshipmen strengths.

Cadets/Midshipmen
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Active	13.1	13.0	13.0

Each of the academies is authorized a maximum enrollment of 4,417. This leads to a September 30 strength of 13,000 when summer attrition is accounted for.

E. Force Structure Manpower Deviation

Consistent with the Senate Armed Services Committee report on the Fiscal Year 1977 Authorization Bill, Senate Report No. 94-898, the force structure manpower deviation account is no longer being used.

F. FY 1979 Manpower Requirements

The following table compares FY 1979 Individuals accounts with those of FY 1978:

	<u>Individuals</u>			
	(End Strength in Thousands)			
	<u>Active Military</u>		<u>Reserve Components</u>	
	<u>FY 78</u>	<u>FY 79</u>	<u>FY 78</u>	<u>FY 79</u>
Transients	76.4	75.2	-	-
Patients/Prisoners/Holdees	15.7	15.3	-	-
Trainees/Students	215.8	217.9	39.6	37.2
Cadets	13.0	13.0	-	-
Total DoD	320.9	321.6	39.6	37.2

Note: Detail may not add to totals due to rounding.

PART B - Manpower By Component

Part B describes the manpower requirements and achievements of each of the individual services and the defense agencies.

- Chapter X - Army Manpower Requirements
- Chapter XI - Navy Manpower Requirements
- Chapter XII - Marine Corps Manpower Requirements
- Chapter XIII - Air Force Manpower Requirements
- Chapter XIV - Defense Agency Manpower Requirements

CHAPTER X

ARMY MANPOWER REQUIREMENTS

A. Introduction

1. Summary and Highlights

This chapter describes the Army's military (active and reserve) and civilian manpower program for FY 1978 and FY 1979. It depicts manpower trends, outlines initiatives, and provides the rationale underlying significant changes in manpower from year to year.

The Army requests authority for the following military and civilian personnel end strengths for Fiscal Years 1978 and 1979:

Army Manpower Program (End Strength in Thousands)

	<u>FY 78</u>	<u>FY 79</u>
Active Military	790.0	790.0
Army National Guard	390.0	400.0
Army Reserve	219.0	225.0
Civilian 1/	378.0	378.3

- 1/ Includes approximately 37,300 National Guard and Reserve technicians who are also counted as members of the Selected Reserve.

Army forces are designed to meet the requirements of a short, intense war, while also retaining a limited capability to support a longer conflict. Toward this end, the Army is restructuring its forces to produce additional combat power with no increase in military manpower. This program, which was begun in 1974, has been supported by the Congress and the Administration. Most of the restructuring will be accomplished by end-FY 1978. Under this program:

Active support manpower has been converted to early useable combat units. The result is a force structure which is carefully balanced between deployed and deployable combat power and minimum essential support capability.

Reserve Components have assumed a greater role in augmenting combat elements of the active component and in providing early deploying support units.

Manpower available to perform Army missions is decreasing. Active military manpower authorizations have remained stable since FY 1975, but recruiting shortfalls in late FY 1976 and the Transition Quarter produced strength shortfalls in those fiscal periods. Civilian manpower strengths have decreased from a total of 401,000 in FY 1975 to

a programmed level of 378,000 in FY 1978. Further reductions in civilian manpower authorizations in the absence of reduced workload, base closings, or major functional or organizational changes may impact on the readiness of Army units.

The Army's base of military manpower to be used upon mobilization is also declining. The strengths of the reserve components and the pool of Individual Ready Reservists (IRR) are below required levels. The adequacy of recruiting funds is especially critical if the Army is to obtain the required number of active and reserve accessions with desired quality. The Army believes new legislation is needed to provide incentives for enlistment in the Reserve Components and to enlarge the pool of manpower in the IRR.

The Army's program for FY 1978 is designed to:

- support a balanced Total Army structure between the Active and Reserve Components;
- support continued improvements in the combat capability, mobilization, deployment and readiness of the Total Army;
- support the attainment of a fully combat ready status in the three new divisions; and
- support the continuation of the All Volunteer Army, both in quality and quantity of accessions.

2. Major Force Structure Changes

Fiscal Year 1978 will continue the trend toward greater force structure stability in both the active and reserve components. The Army's main emphasis will be to continue the overall improvement of combat capability and readiness of the Total Army. Major force structure changes are as follows:

a. Active Component. The authorized level of organization (ALO) of the three new divisions -- 5th Infantry Division (Mech), 7th Infantry Division and 24th Infantry Division -- and the 194th Armor Brigade (Separate) will be increased from 90 percent to 100 percent of required wartime strength. Anti-armor enhancement programs will be initiated. This will add two attack helicopter companies to each division and one attack helicopter troop to each armored cavalry regiment located in Europe. An attack helicopter battalion will be added to the 101st Airborne Division (Air Assault) and three anti-armor companies will be formed in the 82d Airborne Division. The Army will improve its air defense posture by activating an Improved Hawk Triad battalion (three missile batteries) and four Chaparral batteries.

b. Reserve Components. The 256th Infantry Brigade (LA ARNG) will convert to mechanized infantry to make it compatible with its

affiliated active division, the 5th Infantry Division (Mech). The 256th will convert three infantry battalions to one tank and two mechanized infantry battalions. The authorized level of personnel of the "round out" units will be increased to 100% of required wartime strength. Other minor reserve component unit activations and inactivations are planned to achieve a properly balanced force.

3. Manpower Determination

a. General. Army manpower requirements are derived from analysis of Army organizational doctrine, force levels, wartime threat and are constrained by resource availability. These factors interact to establish the total size of the Army and the mix of forces among active and reserve units and requirements for military and civilian personnel.

b. Force Levels. The President, on the advice of the Secretary of Defense, establishes the force level of the Army. This force level determines the basic combat power of the Army.

c. Major Combat Forces. The Department of Defense establishes, within the approved force level, the numbers and type of major combat organizations and allocates them between the Active and Reserve Components. Major combat organizations are major groupings of units of the several combat arms (infantry, armor, artillery, and engineer) together with organic command, control and communications and support units. Major combat arms organizations are divisions, separate combat brigades and armored cavalry regiments.

d. Nondivisional Combat and Tactical Support Units. Once the major combat organizations have been established, the Army determines the complementary non-divisional combat and tactical support units that are required to augment the division forces. Significant additional combat units are necessary to achieve maximum land combat power. For example, about half of the field artillery support is grouped at corps level for maximum flexibility in the application of supporting fires. Air defense and surface-to-surface missile capability is also placed, for the most part, under corps level control as is about two-thirds of the combat engineer support and a large portion of the communications support. The need for tactical support units is dependent on the intensity and duration of the conflict which determines the rate of consumption of supplies, services, and materiel. This in turn establishes the number and type of tactical support units required and their deployment sequence.

To assist in determining the number and mix of non-divisional combat units and tactical support units, the Army performs an annual Total Army analysis. This analysis simulates the deployment and fighting of a force in a European war scenario. The analysis develops the number and types of units needed and the sequence that they are required in the theater of operation. The analysis projects the modernization of the US, Allied and enemy forces, programed levels of weapon

inventories, war reserves, re-supply rates, mobilization and deployment factors, casualties and personnel replacements. Host nation support and projected strategic mobility assets allocated for force deployment are also considered. The product is a time-phased blend of major combat organizations, non-divisional combat units and tactical support units prioritized in order of required arrival time in theater.

Early deploying combat and tactical support units are in both the active and the reserve components. The prioritized listing of units is a key consideration in determining the component (active, reserve, unmanned) to which the units will be assigned. Tactical support units which cannot be accommodated in the active or reserve component force are placed in an unmanned category. This category consists of units which are required to complete the force, but at a point far enough after M-Day that they can be activated after mobilization. This is done to increase early useable combat power. The Army evaluates carefully the balance between required combat and support forces prior to placing additional support forces in an unmanned status.

e. Sustaining Base. The sustaining base is composed of units and manpower tailored to perform specific missions in support of the Army as a whole, such as logistics, training, medical, research and development, and recruitment. The manpower required for these specially tailored units is determined using staffing standards, staffing guides, work analysis, and manpower surveys based on workload and tasks necessary to accomplish the unit's mission.

f. Manpower Requirements Within Units. The development of manpower requirements for each individual Army unit is accomplished and documented through one of two separate, but related, management systems - Table of Organization and Equipment (TOE) system and Table of Distribution and Allowances (TDA). The TOE system applies to standard Army units such as infantry battalions while the TDA system applies to non-standard organizations such as service schools. Both the TOE and TDA systems use analytical techniques to develop manpower requirements.

The TOE provides manpower and equipment levels for standard units to enable them to accomplish their wartime missions. The manpower requirements for a TOE unit are determined essentially as follows:

- The mission and desired capabilities of the unit are determined and the functional entities required to assure mission accomplishments (e.g., firing sections, rifle squads, maintenance teams, mess teams) are identified.

- The number of combat type positions required in a TOE is dictated by the firepower desired or number of weapons included. Each weapon has a set number of operators, i.e., one man per rifle in a rifle squad, and seven men per field artillery firing section (105mm). Rifle teams or firing sections are aggregated to produce the desired combat capability.

- The number of personnel required for service and support activities (mess, maintenance, supply) is determined by application of standard staffing criteria. These criteria are based on engineering data, tests, and experience associated with the wartime environment of all individuals working twelve hours per day, seven days per week.

- Leadership and supervisory positions are added based on span of control considerations and other experience data.

For example, the Table of Organization and Equipment for a maintenance battalion of an mechanized infantry division would be developed as follows:

Manpower Requirements

Maintenance Battalion

<u>Section</u>	<u>Manpower Spaces</u>
Headquarters and Lt Maint Company	106
Forward Support Company (3 x 174)	522
Heavy Maintenance Company	212
Aircraft Maintenance Company	110
Missile Support Company	123
Battalion Total	1073

The manhours required to perform the various functions of a maintenance battalion are analyzed and a standard, by military occupational specialty, is determined. The standards are revised and updated on a three-year cyclic basis to reflect the latest changes in the state of the art for maintenance battalions.

Table of Distribution and Allowance (TDA) requirements are developed using similar analytical techniques. However, each TDA is unique to the organization for which it is developed and each organization's manpower requirements are based on statistical and/or engineered standards and an approved on-site manpower survey. The survey determines both military and civilian manpower requirements based on functions and workload. Adjustments in manpower requirements are made when changes in mission, function, or workload occur.

Major commands, e.g., the Training and Doctrine Command (TRADOC), conduct manpower surveys of their subordinate activities; the Department of Army Inspector General conducts manpower surveys of major command headquarters and field operating agencies of the Army Staff. Manpower surveys of each TDA organization are conducted at least quadrennially. Survey teams use a variety of methods and tools to conduct the surveys, including a functional analysis which relates performance to current functions and workload; an organizational analysis to eliminate organizations that duplicate functions or interrupt a sequential flow of action;

a position analysis using engineered standards that address the essentiality of type and number of positions in relation to the job to be accomplished.

B. Significant Trends

1. 24 Division Program

The 24 Division program -- 16 Active and 8 National Guard -- that started in FY 1975 will be completed in FY 1978. This program resulted from an assessment of the world environment, and the capabilities of our forces, our allies and those of our potential adversaries. The existing condition of nuclear parity with the Soviet Union means that maintaining the Army's conventional combat capability is essential if the nation, in conjunction with its allies, is to have a ground force able to meet the challenges of the late 1970's. A force consisting of 16 Active and eight National Guard divisions is a fiscally supportable and reasonable force to meet the threat.

The most visible improvement which resulted from the Army's 24 Division program is the creation of three new active combat divisions, all of which will be combat ready before the end of FY 1978. One division, the 7th Infantry Division at Fort Ord, California, will reach that goal at the end of FY 1977. Each division has an Army National Guard "round out" brigade as one of its three combat brigades.

- The 256th Infantry Brigade, Louisiana Army National Guard, "rounds out" the 5th Infantry Division (Mech), Fort Polk, Louisiana.

- The 48th Infantry Brigade (Mech), Georgia Army National Guard, "rounds out" the 24th Infantry Division, Fort Stewart, Georgia.

- The 41st Infantry Brigade, Oregon Army National Guard, and one Army Reserve battalion "round out" the 7th Infantry Division, Fort Ord, California.

The Army formed the three new divisions without an increase in the authorized active strength of the Army or in the Reserve Components. The support elements in the active forces were reduced in order to add early useable combat power, thus requiring increased reliance on the reserve components to meet early sustaining support requirements. This was done knowing that risks were involved. The ability to provide this essential support through the early mobilization and deployment of reserve component units is unproven. Based on analyses and professional judgement, it appears that an appropriate balance between combat and support forces exists in the FY 1978 program, but the viability of the reserve component portion of the tactical support units, the firmness of host nation support commitments, and the ability to activate, equip, train and deploy unmanned units in a timely manner must be carefully evaluated by the Army. The ultimate test of this restructuring can only be measured in combat. The critical mix between early useable combat power and essential support sustaining capability is designed to insure that the combat mission can be accomplished under either a short

intense or prolonged war. The Army must weigh the impact of even the smallest changes in the force structure to insure that required capabilities are not jeopardized.

The Army is proud of its accomplishments in adding needed combat power. FY 1978 will see the culmination of the large majority of the Army's current restructuring effort. The three new divisions will become combat ready by then and the Reserve Components will have achieved a degree of readiness unequaled in peacetime. Although FY 1979 will be a period of relative organizational stability, the Army will continue to "fine tune" its force structure to insure that improvements are made as it becomes feasible to do so.

2. Initiatives

In an effort to improve the combat readiness and capabilities of the Total Army, the Army has numerous programs under way to make its forces and training more responsive and effective.

a. Forces. The threat in Europe requires a significant anti-armor capability. The Army has ongoing programs and studies designed to improve the mix between heavy and light divisions and between units and weapons systems within its combat units. In addition, the Army's European Capabilities Enhancement Program (ECAP) is aimed at improving the Army's capability to fight a war in Europe. It is clear that the firepower of NATO forces must be increased in Europe. Recognizing the likely unprecedented intensity of the initial period of a NATO/Warsaw Pact war, ECAP is studying how available manpower and materiel can be optimized in the first few days of the war.

To counter the heavy armored threat in Europe, the Army plans to convert two active infantry divisions and one reserve component infantry brigade to mechanized infantry. The Army has selected the 24th Infantry Division at Fort Stewart, Georgia, to convert in FY 1979 and the 9th Infantry Division at Fort Lewis, Washington, as the primary candidate to be converted in FY 1980. The 256th Infantry Brigade, Louisiana Army National Guard, which is the roundout brigade of the 5th Infantry Division (Mech), will convert in FY 1977.

Other anti-armor improvements are being initiated by changing the weapon and unit mix within the division and armored cavalry regiments (ACRs). The number of TOW and DRAGON anti-armor weapons is being increased in the 101st Airborne Division (Air Assault) and the 82d Airborne Division will activate three anti-armor companies. Studies have indicated that the battlefield effectiveness of the AH-1S Cobra/TOW anti-armor helicopter can be exploited by making it organic to divisions and armored cavalry regiments. In FY 1978 this concept will be implemented by adding two attack helicopter companies to each division and one attack helicopter troop to each armored cavalry regiment in Europe. In CONUS, the 101st Airborne Division (Air Assault) will add an attack helicopter battalion. These improvements will be extended to other active and reserve component units as resources become available.

Along with anti-armor improvements, the Army is seeking better ways to accommodate the capabilities of new weapons systems, maximize firepower forward in the battle area, and make combat and combat support means more responsive to the immediate tactical commander. One such change is the elimination of the Corps target acquisition battalion and the activation of a target acquisition battery in each division. Additionally, improved electronic warfare and chemical defense units will be available to the division. These improvements and increased manning of air defense units are designed to offset Soviet capabilities in these areas. Still other divisional initiatives such as organic combat intelligence units, increased artillery and aviation capability, and organizational changes within combat units are presently under review.

b. Training. Training is the most important mission of the Army in peacetime. Effective training of the soldiers is directly linked to readiness. In a future war, US forces probably will be outnumbered during the initial stages of any land based conventional conflict although US weapons should be superior. This requires that our soldiers be highly skilled, technically proficient, thoroughly trained, and ready for immediate deployment as an effective fighting force anywhere in the world. Within resources available, the Army plans to achieve this capability through application of improved training methods and instructional techniques.

Individual. The Army is striving to improve the level of efficiency within the training establishment. Under the One Station Training (OST) concept, a soldier progresses through Basic Combat Training (BCT) to Advanced Individual Training (AIT) at the same installation. Through elimination of time-consuming administrative activities associated with the move to another installation, the Army realizes manpower efficiencies. The most efficient and innovative form of OST is One Station Unit Training (OSUT). The OSUT concept has restructured entry level training into one continuous course, under the supervision of a single cadre with a single program of instruction which exposes the recruit to the subjects required to perform entry level skills in his military occupational specialty (MOS) in the force. Experience with OSUT reflects that the soldier identifies with his branch earlier, is trained to perform entry level skills in a shorter period of time and is well accepted by the force.

Unit. The Army has developed training engagement simulations, computerized war games, television trainers, conduct of fire trainers, laser training devices and miniature firing ranges to improve individual, unit and staff proficiency. These devices enable individuals and units to reach a high performance level of training while enabling ammunition to be used in more critical training such as combined arms training and, in some cases, enabling a savings in ammunition expenditures.

The Army has implemented an Opposing Force (OPFOR) program which provides forces to oppose US units in training. Opposing forces use the actual weapons and tactics of potential adversaries. The objectives of the program are to instill awareness of the tactical doctrine and weapons systems of potential adversaries and to encourage development of electronic warfare, operations security, deception, and linguistic capabilities. OPFOR will be an integral part of individual and collective training.

The Army continues to participate in strategic reinforcement exercises to include the movement of tactical equipment by sea and air. These exercises contribute invaluable training in joint and combined operations and reinforce perceptions of US strength and resolve. Reserve component units, as part of the Total Army, participate in all joint exercises in CONUS and in selected overseas Army exercises. Reserve component unit training is further enhanced by taking selected early deploying units to overseas locations for their annual two-week period of active duty. In this way units that would mobilize and deploy early receive actual mission training and environmental orientation.

Affiliation of reserve component units with their active Army sponsor is improving training and combat readiness particularly at company and battalion level. Emphasis is placed on mission essential "hands-on" training. Currently 97 reserve component battalion size units are in the affiliation program. An expansion is planned to add early deploying combat support and combat service support-type company and detachment size units to the affiliation program.

c. Management. The Army is committed to improving the efficiency of support activities by consolidation and realignment where these can be accomplished in a cost effective manner.

One such action is the USAREUR Modernization of Logistics Plan (MODLOG). This program realigns logistical activities in USAREUR with the objectives of modernization and streamlining of the logistic structure and operations in Europe, increasing reliance on CONUS commands, and increasing host nation or contract support. To accomplish these objectives, the following tasks will be initiated during FY 1977 and 1978; establish an air line of communication (ALOC) on a test basis; expand the intermediate logistic base of subordinate commands while eliminating theater level intermediate logistic bases; provide logistic support for remote areas directly from CONUS; place all commissaries in the Direct Commissary Support System and transfer appropriate functions to CONUS commands.

Another realignment initiative is the establishment of the US Army Intelligence and Security Command (USAINSCOM). During FY 1978, the US Army Security Agency will be reoriented from both a tactical and strategic role to a purely non-tactical, strategic role. It will incorporate the missions and resources of the US Army Intelligence Agency and non-tactical organizations of US Army Europe, US Army Forces Command, and Eighth US Army (Korea). The tactical mission will be assumed by field commanders below corps. This realignment will better utilize intelligence manpower while streamlining functional responsibilities. At the same time, the Army's ability to collect, process and disseminate intelligence and conduct electronic warfare on the battlefield will be improved. In addition, by putting the strategic function under one headquarters, it will enhance the Army's ability to exert positive control over sensitive operations and to be more responsive to strategic intelligence requirements.

A major functional realignment also is taking place in the Army's research and development activities. As a result of the recommendations made by the Army Materiel Acquisition Review Committee (AMARC) the present functions of the commodity commands will be consolidated into two distinct organizations -- one with a logistics support and materiel readiness mission and the other with the research, development and acquisition mission. This reorganization will permit more effective management and produce increased efficiency in both product development and logistic management. The realignment of the commodity commands is presently being implemented with the completion date still to be determined.

d. Individual Ready Reserve Initiatives

(1) Voluntary Preassignment. In March 1976, the Department of the Army implemented the Voluntary Mobilization Preassignment Program. This program is designed to enhance the Army's ability to mobilize its personnel during a national emergency. The program provides members of the Individual Ready Reserve (IRR) the opportunity to volunteer for preassignment to an active or reserve unit in which they desire to serve in the event of full mobilization. These units are Early Deploying Units (EDU's) and presently consist of 11 active Army, 31 Army National Guard and 10 Army Reserve units.

The approximate 12,000 spaces in these units represent the difference between the authorized strength and the wartime structure strength required upon full mobilization. A decision has been made to expand the program to approximately 16,000 spaces which will include support units required at full mobilization.

Once an obligor decides not to join an Army National Guard or Army Reserve unit, he is offered the opportunity to volunteer for preassignment to a unit having a vacancy in his MOS. Preassignment orders

which indicate mobilization station location and reporting date are issued to the individual by the Reserve Components Personnel and Administration Center upon verification of the MOS vacancy and unit selected. As of 1 December 1976 there were 8,864 volunteers on orders. Of the volunteer preassignee losses to date, approximately one-third returned to active duty or joined a reserve component unit, which is an indication that some preassignees have an interest in maintaining their association with the military.

(2) Mandatory Preassignment. A comprehensive test will be conducted in FY 1978 to determine costs and benefits of alternative systems for preassigning members of the IRR, either to early deploying units or to mobilization stations, to provide early fill of units under conditions of full mobilization. If neither system proves acceptable, further evaluation of test data should provide information on other possible courses of action.

The FY 1978 test plan provides for collecting data from RCPAC and other Army files; conducting a survey of IRR members, and testing specifics of the alternative systems in conjunction with FY 1978 exercises. To provide a baseline against which to compare the FY 1978 test data, pretest data on the current mobilization system is being collected from Army files and from a major Army mobilization exercise (MOBEX-76) which was conducted in November-December 1976.

3. Military Manpower

a. General. Last year, the Army requested an end strength of 790,000 for FY 1977. The Army was authorized an end strength of 789,000. The authorization request for FY 1978 is 789,988. The increase of about 1,000 spaces from FY 1977 to FY 1978 will permit the Army to improve its tactical air defense posture and increase the protection of nuclear weapons while continuing with programs to upgrade combat forces using spaces generated through internal reorganizations.

b. Enlisted Procurement. The active Army made steady progress in improving the quality of its enlistees during the first two full years of recruiting for the Volunteer Army (FY 1974-1975), while essentially recruiting the numbers needed to man the force. This initial momentum was lost during the last half of FY 1976, causing qualitative and quantitative problems in today's recruiting environment. The key elements of the volunteer recruiting environment are: the size of the market, the state of the economy, the attractiveness of the product, the propensity of young people to serve, management and policy, and the resources available (in both dollars and people). Each overlaps and affects the others. While management and the attractiveness of the product improved during FY 1976, the improving state of the economy, a decreasing propensity to enlist, and the lack of adequate resources combined to cause this serious downturn.

The key to building and sustaining a cost effective Volunteer Army is the quality of the Army's new accessions. Higher quality enlistees have a significantly higher probability of successfully completing their term of enlistment, thus reducing losses, causing fewer motivational and disciplinary problems, increasing unit readiness, and eventually lowering new accession requirements. In the long run, higher quality accessions produce cost avoidances in amounts greater than the increased cost of recruiting them. The Army is opting for the highest possible quality within given resources to accomplish this.

Non-prior service (NPS) males comprise the major share of our accession requirements (generally over 90%). The Army's standard measurement of accession quality is the percentage of high school diploma graduates (HSDG) among the NPS male enlistees. Recruiting the required numbers of NPS females and prior-service personnel, with the requisite quality, poses no problems at this time. Recent recruiting achievement and requirements for NPS males are shown in the table below.

Army Recruiting (NPS Males, 000)					
	Actual			Plan	
	FY 75	FY 76	FY TQ	FY 77	FY 78
<u>NPS Males</u>					
Accessions (000)					
Plan	167.6	167.3	51.5	166.4 1/	161.2 1/
Achieved	165.6	164.3	48.9		
HSDG (%)					
Plan	54.3	62.5	73.0	62.0 2/	62.0
Achieved	54.3	55.6	57.0		

1/ Required to achieve end strength of 789,000 in FY 1977 and 789,988 in FY 1978, as per current Manpower Program.

2/ Minimum requisite quality level needed to stop the current down-trend is 56 percent.

Recruiting for the active Army has proven to be very sensitive to the resource levels provided. FY 1977 and FY 1978 will be crucial years for the success of recruiting in a volunteer environment. The resources provided for FY 1977 are inadequate to meet our recruiting needs, and a reprogramming request has been submitted to the Congress.

When resources are inadequate, a choice must be made between quality and quantity - enlist sufficient numbers to maintain the Army's end strength with lower quality soldiers or, insist on higher quality standards and risk a strength shortfall. The first choice means continued high, costly levels of accession requirements. The second choice is the more cost effective path.

To prevent quality from declining further, the Army has opted in FY 1977 to maintain, as a minimum, the 56 percent non-prior service male high school diploma graduate content attained in FY 1976. In so doing, it risks not being able to recruit the numbers of non-prior service male accessions needed to meet the end strength. Every practicable management action will be taken to achieve end strength without degrading quality. Unfortunately, some of these actions may have serious adverse effects on other programs designed to stabilize and improve management of the force.

The 56 percent of male high school diploma graduates which the Army will accept in FY 1977 is below the desired goals of 62 percent. The long term goal is 68 percent male non-prior service high school diploma graduates which will permit the Army to reduce losses, stabilize annual accession requirements, and increase readiness. Higher quality accessions produce a more cost effective force.

The Army believes that it can maintain active component strength in a volunteer environment over the next few years if: adequate resources are made available to support a balanced recruiting effort and to increase the quality level of accessions; the propensity to enlist does not further erode; and attractive in-service benefits are maintained. An unknown factor is the effect a serious international crisis would have on recruiting.

The Army is equally concerned with recruiting and retaining quality soldiers for the Reserve Components. The reliance placed on the Reserve Components in the event of mobilization and deployment require that they too be manned by high quality soldiers. For reserve component units, the past 18 months have brought about serious declines in the strength of the Guard and Reserve as shown below:

Reserve Components Strengths

FY	ARNG		USAR	
	Congressionally Authorized (Avg) Paid Strength	Actual Paid Strength (End of Year)	Congressionally Authorized (Avg) Paid Strength	Actual Paid Strength (End of Year)
71	400,000	402,175	260,000	263,299
72	400,000	387,539	260,000	235,192
73	402,333	385,600	261,300	235,499
74	379,144	403,396	232,591	234,866
75	400,000	394,720	225,000	225,057
76	400,000	362,330	219,000 1/	194,611
TQ	400,000	366,841	219,000 1/	191,919
77	390,000	377,000(proj)	212,400 1/	205,000(proj)

1/ Reflects program believed to be attainable within recruiting capabilities.

These declines in actual strength are due largely to the loss of reserve enlistees of the late 1960's and early 1970's (many of whom were draft-motivated) as they reached the end of their six year military service obligation. Replacing these losses is a major challenge to the volunteer concept today. This decline in strength also stems from an inadequately staffed recruiting and retention force, insufficient incentives, shortcomings of current inactive duty training assemblies, and insufficient public awareness of the critical role of the Reserve Component to Total Army readiness.

Actions are being taken to increase reserve component accessions. The USAR has been allocated 942 additional spaces to support recruiting, increasing the force from 638 to 1,580 (1,019 are field recruiters). An additional 376 recruiting personnel are programmed for FY 1978. Other actions to improve reserve recruiting include an improved lead referral system between the active and reserve components; processing of reserve accessions through the Armed Forces Entrance and Examining Stations; and expansion of advertising to increase public awareness of the reserve component role in the nation's defense objectives. This significant effort to expand the recruiting and retention force, will allow the unit commander to spend more time in the operational training of his unit.

The Army has developed a Reserve Component Readiness Improvement Package which consolidates actions needed to improve retention, enlistment, and training of the reserve components. This package will provide additional resources to assist in attracting and retaining quality soldiers and to improve the status of equipment. Resources for this package have been only partially funded in the FY 1978 President's Budget. The major items in this package will require legislation.

The Army is cautiously optimistic that given resources required to support recruiting and retention initiatives for reserve component units, and barring major changes in the recruiting environment, required unit strength levels can be achieved. However, it will probably be the end of FY 1979 before it is determined conclusively whether the requisite strengths of units in the reserve components can be achieved and sustained in the volunteer environment.

c. Officer Procurement. Procurement goals for active commissioned and warrant officers are shown below:

Active Officer Procurement Goals

	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
Planned	9,282	10,978	10,243
Actual	9,348	3,698	

Declining officer end strength authorizations (105,600 in FY 1974 to 98,125 in FY 1976) have resulted in annual officer procurement being less than annual losses in order to meet the end strength reductions and to minimize undesirable personnel management actions. Officer end strength is programmed to reach a stable level of 98,000 for 1978 and beyond. Such end strength stability will result in annual procurement equaling losses for those years and contribute to greater stability in all aspects of personnel management. These reductions in end strength and procurement have occurred at a time when the Army was creating new force structure (three new divisions) and testify to the Army's better personnel management practices developed during this same time. Notwithstanding these reductions and better management techniques, the environment of the future will most likely require more, rather than fewer, leaders and managers. An analysis to determine the optimum manning levels required for the future battlefield with its complex weaponry and compressed decision times is now being conducted by the Army.

The active Army procures officer personnel from the sources indicated in the following table:

Active Officer Accessions

<u>Source</u>	<u>FY 78 Percent of Total</u>
USMA	8.8
ROTC	45.4
OCS	7.3
Recall to Active Duty and Direct Appointments	6.2
Medical and Dental Officers, Nurses and Army Medical Specialists	19.2
Warrant Officers	13.1

Reserve component officers are procured from OCS programs conducted by the Army National Guard and Army Reserve, recruitment of officers leaving the active Army, and ROTC graduates who do not go on active duty. The Reserve Components have also recruited officers from the Individual Ready Reserve to meet reserve component unit requirements. The pool of officers in the IRR, created as a result of the Vietnam conflict, is rapidly disappearing, seriously jeopardizing the Army's mobilization capability. To stem this loss, ROTC officer production will be increased sufficiently in FY 1981 to provide officers to meet reserve unit manning requirements and to reduce the drain on the Individual Ready Reserve.

d. Ready Reserve Manpower Requirements. Additional trained and readily available manpower is required to support the active and reserve components in the event of a mobilization for a general war. This pool of trained manpower is essential to the operational needs of the Army for three reasons: first, this pool is used to bring active and reserve components to full wartime strengths upon mobilization;

second, it is the source of replacements for early combat losses until the national government reactivates the draft and the training base can respond; and finally, it is used to form new units needed by the 24-division force which cannot be organized in peacetime due to limits on appropriations.

The sources for trained military personnel to satisfy this requirement are individuals already in the enlisted and officer training base at the outset of hostilities, the Individual Ready Reserve (IRR), the Standby Reserve and the Retired Reserve. The IRR consists generally of personnel who have recently served in active or reserve components units and have some period of obligated service remaining on their Military Service Obligation (MSO). The Standby Reserve is made up of personnel who have less than one year remaining on their MSO. The Retired Reserve consists of retired personnel who served less than 30 years of military service.

The pool of available manpower is already far below our mobilization requirements. The training base and the IRR can provide the initial fill for the early deploying units. The remaining manpower requirements to complete the unit fill and to provide casualty replacements can be only partially offset from the Standby and Retired Reserve. To further compound the shortage, the preponderance of the remaining requirements are for individuals in the lower grades who possess combat skills, as the majority of the casualties are projected to be in the combat skills. The Standby Reserve, as does the IRR, contains a larger number of personnel possessing support skills; and the Retired Reserve, while being useful in filling base operations and instructor/service school requirements, offers little relief in the combat skills as most of its members are too senior in years and grade to be used against this requirement. Current IRR assets are composed of about 30% combat MOS and 70% support MOS while the requirement is for approximately 70% combat MOS and 30% support MOS.

The pool of available trained manpower has declined steadily since the end of the draft and is projected to be 250,000 to 320,000 personnel short of Army requirements by FY 1978. Unless corrective action is taken, the decline will continue. This shortfall allows for "no shows" -- people who may not be available for reasons such as individuals failing to meet medical standards, hardship cases and national exemption policies. The Army is preparing a series of legislative initiatives designed to provide incentives for attracting volunteers for service in the IRR. Implementing these initiatives will be expensive and results cannot be predicted.

4. Civilian Manpower. Support programs (including civilians and other manpower) are essential to force readiness. In the performance of support functions, the Army seeks the best utilization of military and civilian manning and contract service compatible with effective mission accomplishment. The general policy is to utilize civilians (in-house or contract) rather than military personnel, except where prohibited by law, or where military personnel are required for training, discipline, rotation base, or combat effectiveness reasons. Criteria for military training and rotation base are managed at Department of Army level. For the remainder of the criteria, the most accurate determination of type of manpower required is made at the site of the job to be performed -- the installation or activity level.

Civilians are employed to perform essential tasks in intelligence, communications, research and development, training, administration, Reserve Component support, medical, and logistical support. They provide the bulk of installation operations requirements, and do most of the essential depot maintenance and distribution of equipment. With military and civilian salaries generally comparable, and with less Service-funded training required for civilian employees, they are frequently less costly to employ. However, civilian strength reductions, without commensurate reductions in workload, have required the Army to divert military personnel to perform base operations and other support duties. This reduces the quality of essential services and lowers the readiness of the tactical units which must furnish the part-time manpower. The Army believes that diverting military manpower from troop units to base operations functions is not an effective use of hard-to-recruit military manpower.

An alternative to civilian in-house employment (when funding permits) is contractor performance of functions. The Army plans to convert additional in-house base operations functions to contract in FY 1978 where contractor support is available and the change would be cost effective.

The Army recognizes the need to reduce the overall cost of manpower within the total budget and has taken steps to do this. The average grade level among full-time GS employees was reduced from 7.69 to 7.47 between 1971 and end FY 1976 while the DOD average grade level was reduced from 7.77 to 7.74 and government-wide, the average grade level increased from 7.92 to 7.94.

Army civilian employment has been reduced substantially since FY 1964 as shown in the following table:

Army Civilian Employment
(Direct and Indirect Hire, Thousands)

	Actual			Plan	
<u>FY 64</u>	<u>FY 73</u>	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>	
452.2	405.5	389.9	378.5	378.0	

These reductions have occurred during a period of increased utilization of civilian employment such as the civilian KP program and other civilianization programs, which converted 49,000 military positions to civilian positions from FY 1964 to FY 1975. In the FY 1978 request, the Army has accommodated about 3,200 new positions to provide for permanent stationing of the NORTHAG Brigade in Europe (600) and the assignment of single DOD manager for conventional ammunition (2,600 positions), while remaining at about the FY 1977 program level. The FY 1978 program additionally reflects an increase of 833 part-time employees in commissaries and the transfer of approximately 700 spaces to other agencies. The Army will accommodate these additional mission requirements without increasing total civilian employment through an offsetting reduction which assumes an improvement in the overall productivity of the civilian workforce. Additional reductions would have serious adverse impacts, leading to an imbalance in the manpower mix, increased borrowing of military manpower, and degradation of readiness.

C. Army Manpower Requirements by Defense Planning and Programming Category (DPPC)

The following tables display by DPPC Army manpower for the period FY 1976 through FY 1979. This section describes the significant features of the FY 1977 and FY 1978 program. Section D will describe the FY 1979 program.

In addition to the program adjustments and functional realignments which are described in the discussion of each DPPC, two changes are worth noting here. The first is an accounting change which affects the array of active military manpower by DPPC. In order to provide comparability between actual strengths at the end of the Transition Quarter and strengths programmed for end-FY 1977 and FY 1978, the projected temporary undermanning of units on September 30 has been deducted from Land Forces. The undermanning of the structure results from the seasonal variation of accessions which, at fiscal year end, causes the trainee account to be temporarily above the yearly average following the high recruiting months of July, August, and September. Although it is not known in which specific units the strength shortfall will actually occur, historical experience indicates that the preponderance of the shortfall will occur in Land Forces units.

The second major change reflects continuing effort to audit and correct the assignment of manpower to program elements. In some cases, units had been assigned to program elements which did not reflect their true missions. For example, the 4th Transportation Brigade in Europe was changed from PE 22318, Tactical Support-Logistics Units to PE 78013, Overseas Port Units (Non-IF), reflecting that its mission is long-haul transport rather than tactical transport. The shift causes the unit to be reported in the Logistics category rather than Land Forces. While most of the affected manpower remained within the same DPPC, there were some shifts between DPPC as in the foregoing example. These are displayed in Chapter XVII of this report. It must be emphasized that no personnel or units actually changed functions. These adjustments reflect only an accounting change to better align manpower by program element.

ARMY ACTIVE MILITARY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	FY 76 Actual	FY 77 TQ	FY 77 FY 78 Budget	FY 78 Budget	FY 79 Auth.
<u>Strategic Forces</u>	<u>0.8</u>	<u>0.6</u>	<u>0.6</u>	<u>0.6</u>	<u>0.6</u>
Strategic Offensive	-	-	-	-	-
Strategic Defensive	0.2	0.1	*	*	*
Strategic Control & Surveillance	0.6	0.5	0.6	0.6	0.6
<u>General Purpose Forces</u>	<u>462.3</u>	<u>459.0</u>	<u>463.1</u>	<u>471.3</u>	<u>471.2</u>
Land Forces	461.7	458.5	462.5	470.8	470.6
Tactical Air Forces	-	-	-	-	-
Naval Forces	-	-	-	-	-
Mobility Forces	0.5	0.5	0.6	0.6	0.6
<u>Auxiliary Forces</u>	<u>26.6</u>	<u>24.6</u>	<u>24.9</u>	<u>25.3</u>	<u>25.4</u>
Intelligence	10.3	9.2	8.4	8.7	8.8
Centrally Managed Communications	8.3	8.0	7.8	7.9	7.9
Research & Development	7.1	6.3	7.1	7.2	7.2
Support to Other Nations	0.8	1.1	1.3	1.3	1.3
Geophysical Activities	0.2	0.2	0.2	0.2	0.2
<u>Mission Support Forces</u>	<u>46.0</u>	<u>46.3</u>	<u>44.2</u>	<u>44.3</u>	<u>43.9</u>
Reserve Components Support	4.5	4.8	5.3	5.3	5.3
Base Operating Support	31.3	31.9	28.6	28.8	28.5
Force Support Training	0.7	0.7	0.6	0.6	0.6
Command	9.4	8.9	9.7	9.5	9.5
<u>Central Support Forces</u>	<u>126.9</u>	<u>124.3</u>	<u>123.3</u>	<u>122.7</u>	<u>122.4</u>
Base Operating Support	20.6	20.2	17.0	16.6	16.6
Medical Support	32.1	31.4	30.2	30.1	30.1
Personnel Support	15.2	14.9	15.1	15.0	14.9
Individual Training	45.4	44.1	44.9	45.0	44.7
Command	7.8	8.0	8.2	8.2	8.2
Logistics	5.7	5.6	7.7	7.7	7.7
Federal Agency Support	0.2	0.2	0.2	0.2	0.2
<u>Subtotal-Force Structure Allowance</u>	<u>662.5</u>	<u>654.9</u>	<u>656.1</u>	<u>664.2</u>	<u>663.5</u>
<u>Individuals</u>	<u>116.5</u>	<u>127.3</u>	<u>132.9</u>	<u>125.8</u>	<u>126.5</u>
Transients	26.4	27.4	28.2	25.5	25.5
Patients, Prisoners & Holdees	5.5	6.4	5.1	4.9	4.9
Trainees & Students	81.6	89.2	95.3	91.2	91.8
Cadets	3.0	4.3	4.3	4.3	4.3
<u>Total</u>	<u>779.0</u>	<u>782.2</u>	<u>789.0</u>	<u>790.0</u>	<u>790.0</u>

Note: Detail may not add to totals due to rounding.

*Fewer than 50 spaces.

ARMY NATIONAL GUARD MANPOWER REQUIREMENTS
(End Paid-Drill Strength in Thousands)

	<u>FY 76</u>	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>	<u>FY 79</u>
	<u>Actual</u>		<u>FY 78</u>	<u>Budget</u>	<u>Auth.</u>
<u>Strategic Forces</u>	-	-	-	-	-
Strategic Offensive					
Strategic Defensive					
Strategic Control & Surveillance					
<u>General Purpose Forces</u>	<u>332.5</u>	<u>333.9</u>	<u>344.5</u>	<u>355.2</u>	<u>367.1</u>
Land Forces	332.5	333.9	344.5	355.2	367.1
Tactical Air Forces	-	-	-	-	-
Naval Forces	-	-	-	-	-
Mobility Forces	-	-	-	-	-
<u>Auxiliary Forces</u>	-	-	-	-	-
Intelligence					
Centrally Managed Communications					
Research & Development					
Support to Other Nations					
Geophysical Activities					
<u>Mission Support Forces</u>	<u>8.2</u>	<u>8.3</u>	<u>8.4</u>	<u>8.6</u>	<u>8.7</u>
Reserve Components Support	-	-	-	-	-
Base Operating Support	8.2	8.3	8.4	8.6	8.7
Force Support Training	-	-	-	-	-
Command	-	-	-	-	-
<u>Central Support Forces</u>	<u>6.0</u>	<u>6.0</u>	<u>6.2</u>	<u>6.4</u>	<u>6.6</u>
Base Operating Support	-	-	-	-	-
Medical Support	0.2	0.2	0.2	0.2	0.2
Personnel Support	-	-	-	-	-
Individual Training	5.8	5.8	6.0	6.1	6.4
Command	-	-	-	-	-
Logistics	-	-	-	-	-
Federal Agency Support	-	-	-	-	-
<u>Subtotal-Force Structure Allowance</u>	<u>346.6</u>	<u>348.2</u>	<u>359.1</u>	<u>370.1</u>	<u>382.4</u>
<u>Individuals</u>	<u>15.7</u>	<u>18.6</u>	<u>17.9</u>	<u>19.9</u>	<u>17.6</u>
Transients	-	-	-	-	-
Patients, Prisoners & Holdees	-	-	-	-	-
Trainees & Students	15.7	18.6	17.9	19.9	17.6
Cadets	-	-	-	-	-
<u>Total</u>	<u>362.3</u>	<u>366.8</u>	<u>377.0</u>	<u>390.0</u>	<u>400.0</u>

Note: Detail may not add to totals due to rounding.

ARMY SELECTED RESERVE MANPOWER REQUIREMENTS
(End Paid-Drill Strength in Thousands)

	<u>FY 76</u> <u>Actual</u>	<u>FY 77</u> <u>Actual</u>	<u>FY 78</u> <u>Budget</u>	<u>FY 79</u> <u>Auth.</u>
<u>Strategic Forces</u>	-	-	-	-
Strategic Offensive	-	-	-	-
Strategic Defensive	-	-	-	-
Strategic Control & Surveillance	-	-	-	-
<u>General Purpose Forces</u>	<u>137.5</u>	<u>135.5</u>	<u>143.8</u>	<u>150.9</u>
Land Forces	137.5	135.5	143.8	150.9
Tactical Air Forces	-	-	-	-
Naval Forces	-	-	-	-
Mobility Forces	-	-	-	-
<u>Auxiliary Forces</u>	-	-	-	-
Intelligence	-	-	-	-
Centrally Managed Communications	-	-	-	-
Research & Development	-	-	-	-
Support to Other Nations	-	-	-	-
Geophysical Activities	-	-	-	-
<u>Mission Support Forces</u>	<u>7.1</u>	<u>7.0</u>	<u>7.0</u>	<u>7.1</u>
Reserve Components Support	-	-	-	-
Base Operating Support	7.1	7.0	7.0	7.1
Force Support Training	-	-	-	-
Command	-	-	-	-
<u>Central Support Forces</u>	<u>46.0</u>	<u>45.5</u>	<u>48.5</u>	<u>49.6</u>
Base Operating Support	-	-	-	-
Medical Support	8.8	8.7	11.7	12.0
Personnel Support	-	-	-	-
Individual Training	37.3	36.8	36.8	37.6
Command	-	-	-	-
Logistics	-	-	-	-
Federal Agency Support	-	-	-	-
<u>Subtotal-Force Structure Allowance</u>	<u>190.6</u>	<u>188.0</u>	<u>199.2</u>	<u>207.6</u>
<u>Individuals</u>	<u>4.0</u>	<u>3.9</u>	<u>5.8</u>	<u>11.4</u>
Transients	-	-	-	-
Patients, Prisoners & Holdees	-	-	-	-
Trainees & Students	4.0	3.9	5.8	11.4
Cadets	-	-	-	-
<u>Total</u>	<u>194.6</u>	<u>191.9</u>	<u>205.0</u>	<u>219.0</u>

Note: Detail may not add to totals due to rounding.

ARMY CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	FY 76 Actual	FY TQ	FY 77 FY 78 Budget	FY 78 Budget	FY 79 Auth.
<u>Strategic Forces</u>	<u>0.9</u>	<u>0.7</u>	<u>0.5</u>	<u>0.2</u>	<u>0.2</u>
Strategic Offensive	-	-	-	-	-
Strategic Defensive	0.4	0.3	0.1	-	-
Strategic Control & Surveillance	0.5	0.5	0.5	0.2	0.2
<u>General Purpose Forces</u>	<u>45.0</u>	<u>44.1</u>	<u>44.5</u>	<u>44.4</u>	<u>44.4</u>
Land Forces	41.5	40.6	41.0	41.1	41.1
Tactical Air Forces	-	-	-	-	-
Naval Forces	-	-	-	-	-
Mobility Forces	3.5	3.5	3.5	3.4	3.4
<u>Auxiliary Forces</u>	<u>30.1</u>	<u>29.0</u>	<u>28.3</u>	<u>28.1</u>	<u>28.1</u>
Intelligence	2.2	2.2	2.1	2.1	2.1
Centrally Managed Communications	4.2	3.8	3.7	3.6	3.6
Research & Development	22.6	22.0	21.5	21.4	21.4
Support to Other Nations	1.0	1.0	1.0	1.0	1.0
Geophysical Activities	-	-	-	-	-
<u>Mission Support Forces</u>	<u>105.2</u>	<u>102.1</u>	<u>96.9</u>	<u>95.8</u>	<u>95.7</u>
Reserve Components Support	10.8	10.6	11.2	11.0	11.0
Base Operating Support	90.9	87.9	82.0	81.2	81.2
Force Support Training	0.2	0.2	0.2	0.2	0.2
Command	3.4	3.4	3.6	3.4	3.4
<u>Central Support Forces</u>	<u>208.7</u>	<u>208.8</u>	<u>208.3</u>	<u>209.5</u>	<u>209.9</u>
Base Operating Support	43.7	45.0	46.1	45.4	45.9
Medical Support	24.8	25.0	25.3	25.4	25.4
Personnel Support	4.2	4.1	7.9	10.3	10.3
Individual Training	18.3	18.3	18.4	18.1	18.1
Command	23.2	22.9	19.2	18.6	18.6
Logistics	94.6	93.4	91.4	91.6	91.5
Federal Agency Support	-	-	-	-	-
<u>Total</u>	<u>389.9</u>	<u>384.7</u>	<u>378.5</u>	<u>378.0</u>	<u>378.3</u>

Note: Detail may not add to totals due to rounding.

1. Army Strategic Forces.

a. Strategic Defensive Forces

Strategic Defensive Forces Manpower
(End Strength in Thousands)

	<u>FY TQ</u> (Plan)	<u>FY TQ</u> (Actual)	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	0.3	0.1	*	*
<u>Civilian</u>	0.2	0.3	0.1	-

*Fewer than 50 spaces.

Army Strategic Defensive Forces manpower is devoted to the Army Ballistic Missile Defense Program. Both military and civilian manpower for the Army is eliminated from this category in FY 1978 as a result of transfer to the Air Force of the Safeguard support function.

b. Strategic Control and Surveillance Forces.

Strategic Control and Surveillance Forces Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	0.5	0.6	0.6
<u>Civilian</u>	0.5	0.5	0.2

Army Strategic Control and Surveillance Forces manpower is devoted primarily to the support of national level command centers. The civilian manpower reduction is associated with transfer of Federal Preparedness Agency resources previously managed by the Army to the General Services Administration.

2. General Purpose Forces

a. Land Forces

<u>Army Land Forces Manpower</u> (End Strength in Thousands)				
	<u>FY TQ</u> (Plan)	<u>FY TQ</u> (Actual)	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	457.7	458.5	462.5	470.8
Reserve Components				
ARNG	353.9	333.9	344.5	355.2
USAR	157.1	135.5	143.8	150.9
<u>Civilian</u>	41.0	40.6	41.0	41.1

This category includes the Army's combat divisions, separate combat brigades, regiments and tactical support units.

The projected active force strength for 30 September 1977 and 1978 reflected in table above is approximately 8,600 and 5,200 below the authorized strength for Army Land Force units on those dates. This is due to seasonal variation resulting from the high recruiting months of July, August, and September causing a temporary undermanning of units while personnel are undergoing training. Units will normally reach authorized strength by the December-January timeframe.

The increase in Land Forces reflects the Army's efforts to complete the attainment of a 24 division force with increased early useable combat power. The increase in FY 1977 is due to the activation of the second active Army brigade in the 5th Infantry (Mech) and the 24th Infantry Divisions. In FY 1978, the change reflects an increased level of manning for the three new divisions and the 194th Armored Brigade, anti-armor and air defense improvements, additional security forces for nuclear weapons, transfer of communication security units from the Centrally Managed Communications category, and a decrease in this category resulting from an Army management effort initiated to align and identify correctly military manpower by category.

The apparent increase of civilians in FY 1977 is the result of a temporary strength shortfall at end FY 1976 in an essentially level program.

Increases in reserve component manpower reflect anticipated improvements in recruiting and retention.

The following table displays active and reserve combined arms organizations programmed for end FY 1978.

COMBINED ARMS ORGANIZATIONS IN LAND FORCES END FY 78

	<u>Active Army</u>	<u>Reserve Components</u>	<u>Total</u>
<u>Divisions (Brigades) 1/</u>			
Armored	4 (13)	2 (6)	6 (19)
Mechanized	5 (16) 2/	1 (3)	6 (19) 2/
Infantry	5 (15) 3/	5 (15)	10 (30) 3/
Air Assault	1 (3)		1 (3)
Airborne	1 (3)		1 (3)
	16 (50)	8 (24)	24 (74)
<u>Separate Combat Brigades</u>			
Armored	1	3	4
Mechanized		6	6
Infantry	4	9	13
	5	18 4/	23
<u>Air Cavalry Brigade</u>	1	0	1
<u>Armored Cavalry Regiments</u>	3	3	6

1/ Three active Infantry Divisions and one Infantry Division (Mech) will each be "rounded-out" by one reserve separate brigade. This will mean that these four active divisions will each have two active brigades and one reserve component brigade. One Infantry Division (Mech) and one Armored Division have four brigades, with one brigade from each division deployed to Europe.

2/ Includes one mechanized brigade from the Reserve Components.

3/ Includes one mechanized and two infantry brigades from the Reserve Components.

4/ Excludes four reserve component brigades (round-out). The 33rd Infantry Brigade (Illinois National Guard), which is provided for school support, is also excluded.

b. Mobility Forces

Army Mobility Forces Manpower (End Strength in Thousands)

	<u>FY 70</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	0.5	0.6	0.6
<u>Civilian</u>	3.5	3.5	3.4

Army manpower required for Mobility Forces is for operations of Department of Defense water ports, which provide traffic management services for moving DoD cargo and passengers within CONUS to overseas commands. The program is stable through FY 1978.

3. Auxiliary Forces

a. Intelligence

<u>Army Intelligence Manpower</u> (End Strength in Thousands)				
	<u>FY TQ</u> (Plan)	<u>FY TQ</u> (Actual)	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	9.6	9.2	8.4	8.7
<u>Civilian</u>	2.2	2.2	2.1	2.1

This category includes manpower in the Consolidated Cryptologic Activities (CCP), the General Defense Intelligence Program (GDIP), Army Support to the Defense Intelligence Agency and Army support to the National Security Agency.

The reduction in the active Army military in FY 1977 is due to the transfer of specific intelligence collection activities to other cryptologic agencies, and the reductions of headquarters and support activities. The approximate 300 increase in FY 1978 reflects restoration of personnel to compensate for base closure realignments previously programmed but not accomplished.

b. Centrally Managed Communications

<u>Centrally Managed Communications</u> (End Strength in Thousands)				
	<u>FY TQ</u> (Plan)	<u>FY TQ</u> (Actual)	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	8.4	8.0	7.8	7.9
<u>Civilian</u>	4.3	3.8	3.7	3.6

This category includes manpower in support of Defense Consolidated Telecommunications and the Worldwide Command and Control System. It excludes communications in support of tactical units (included under Land Forces) and that which is involved in installation support (included in Base Operations Support). The decrease in the number of military personnel in FY 1977 is attributable primarily to the transfer of communication security units (400) to Land Forces as a result of the Intelligence Organization and Stationing Study. The civilian decreases are the result of continuing initiatives for reductions in the telecommunications support.

c. Research and Development

Army Research and Development Manpower
(End Strength in Thousands)

	<u>FY 1977</u> (Plan)	<u>FY 1977</u> (Actual)	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	7.6	6.3	7.1	7.2
<u>Civilian</u>	22.0	22.0	21.5	21.4

Army manpower is allocated to Research and Development to: (1) direct contractor efforts and carry on in-house programs in the areas of basic and applied research; (2) design and fabricate experimental prototype articles and systems; (3) conduct testing and evaluation; and (4) operate and maintain Army R&D facilities.

The apparent increase in active military from FY 1977 to FY 1978 is attributable to a temporary strength shortfall at the end of FY 1977. The programmed strengths decreased by approximately 500 personnel from FY 1977 to FY 1978. Both the military and civilian decreases are due to the improved operational efficiencies as a result of the reorganization in the R&D and acquisition areas and, in the Technical Base Area, new projects being placed on contract in private industry rather than undertaking them as in-house efforts. The follow-on years will be relatively stable with the Army maintaining a minimum in-house capability to insure effective execution of the Army RDT&E program and to perform that research and development peculiar to the Army's mission which is outside the capability of civilian contractor and institutions.

d. Support to Other Nations

Army Support to Other Nations Manpower
(End Strength in Thousands)

	<u>FY TQ</u> (Plan)	<u>FY TQ</u> (Actual)	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	1.6	1.1	1.3	1.3
<u>Civilian</u>	1.2	1.0	1.0	1.0

Army manpower in this category includes international military headquarters and agencies, Military Assistance Advisory Groups (MAAG), missions and military groups, and such activities as the Joint Casualty Resolution Center and the School of the Americas. The decrease in military personnel in FY 1977 is due to reductions in Thailand and decrease in reimbursables in service support to MAPs. The civilian decrease is associated with the reclassification of 125 personnel from the foreign military sales program to the military construction program in the Logistics category and reductions in MAAGs, missions and unified commands.

e. Geophysical Activities

Army Geophysical Activities Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	0.2	0.2	0.2
<u>Civilian</u>	-	-	-

The manpower in this category is assigned to the Defense Mapping Agency. The level of effort is constant from FY 1970 to FY 1978.

4. Mission Support Forces

a. Reserve Components Support

Army Reserve Components Support Manpower (End Strength in Thousands)

	<u>FY TQ</u> (Plan)	<u>FY TQ</u> (Actual)	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	5.2	4.8	5.3	5.3
<u>Civilian</u>	11.1	10.6	11.2	11.0

The manpower in this category consists of active military and civilian personnel who provide training, administrative and logistical support to the Reserve Components. Technicians who support reserve units with a Land Forces mission are shown in that category. The programmed military strength throughout the period is essentially level. The military and civilian manpower differences between FY 1977 and FY 1978 are variances in the FY 1977 programmed and on-board actuals strengths. The civilian reduction in FY 1978 reflects anticipated improvements in productivity.

b. Base Operating Support (Mission Support Forces)

Army Base Operating Support Manpower (End Strength in Thousands)

	<u>FY TQ</u> (Plan)	<u>FY TQ</u> (Actual)	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	26.7	31.9	28.6	28.8
Reserve Components				
ARNG	8.4	8.3	8.4	8.6
USAR	6.8	7.0	7.0	7.1
<u>Civilian</u>	91.3	87.9	82.0	81.2

Active Army military and civilian manpower in this category is in support of the Army's mission commands -- US Army Europe, US Army Japan, Eighth Army Korea, and US Army Forces Command.

The military manpower change in FY 1977 reflects primarily realignment of support responsibilities in the Pacific (-600), reductions in CONUS resulting from base realignments (-300), and an increase resulting from Army management effort initiated to align and identify correctly military manpower by category (+2,600). The military program for FY 1978 is basically a constant level from FY 1977.

The FY 1977 civilian manpower program incorporates a reduction from FY 1976 of 5,800 personnel primarily for the transfer of commissary spaces to Central Support Forces for centralized management, drawdown of 3,200 in the Pacific associated with the realignment of Pacific support, the FY 1977 Congressional action to reduce base operations support and other general program reductions. FY 1978 reflects an overall reduction which continues the trend of previous years. The Army has programmed 620 spaces to support the permanent stationing of a brigade in northern Germany. This increase is more than offset by continued reductions in the Pacific and other base operations support reductions in anticipation of improved productivity.

The increase in reserve component manpower reflects anticipated improvements in recruiting and retention.

c. Force Support Training

Army Force Support Training Manpower
(End Strength in Thousands)

	<u>FY 76</u> (Plan)	<u>FY 77</u> (Actual)	<u>FY 78</u>	<u>FY 79</u>
<u>Military</u>				
Active	0.5	0.7	0.6	0.6
<u>Civilian</u>	0.2	0.2	0.2	0.2

Army manpower in this category includes the Army's Jungle Warfare School in the Panama Canal Zone and the Northern Warfare Training Center in Alaska. A constant level of effort is planned.

d. Command (Mission Support Forces)

Army Command (Mission Support) Manpower
(End Strength in Thousands)

	<u>FY TQ</u> (Plan)	<u>FY TQ</u> (Actual)	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	10.5	8.9	9.7	9.5
<u>Civilian</u>	3.5	3.4	3.6	3.4

This category includes Army elements of international military headquarters and agencies, joint headquarters, and major Army mission commands.

The decrease of military manpower in FY 1977 is the result of numerous minor reductions in various major Army commands and a 300 reduction in combat developments activities. The decrease in military personnel in FY 1978 is due to minor program adjustments and the transfer of RDT&E Test Boards to the Research and Development category. The reduction in civilian personnel in FY 1978 is due primarily to transfer of spaces to Personnel Support category, in which long term training and civilian career intern programs have been consolidated.

5. Central Support Forces

a. Base Operating Support

Army Base Operating Support Manpower
(End Strength in Thousands)

	<u>FY TQ</u> (Plan)	<u>FY TQ</u> (Actual)	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	17.9	20.2	17.0	16.6
<u>Civilian</u>	42.9	45.0	46.1	45.4

This category includes the base support for the Army's support oriented commands: US Army Training and Doctrine Command, US Army Materiel, Development and Readiness Command, and US Army Communications Command.

The change in military manpower in FY 1977 reflects decreases due to base realignments (900). The FY 1978 reduction is primarily due to the further conversion of commercial industrial activities to contract operations.

The civilian manpower changes from the FY 1977 to FY 1978 end strength result from the following: -1,100 for base realignments, -100 for Washington area support, -300 for consolidated management of commissaries, +5,800 for category transfer of commissaries from other categories, +600 for conversion of permanent commissary employees to temporary (with funding savings), -1,700 for Congressional and other general reductions. In FY 1978, the changes include: reduced base operations support for training (-129); contracting of industrial-type functions (-808); and further increase of commissary employment through use of temporary employees (+266).

b. Medical Support

<u>Army Medical Support Manpower</u> (End Strength in Thousands)				
	<u>FY 77</u> (Plan)	<u>FY 77</u> (Actual)	<u>FY 77</u>	<u>FY 78</u>
Military				
Active	31.0	31.4	30.2	30.1
Reserve Components				
ARNG	0.2	0.2	0.2	0.2
USAR	6.1	8.7	11.7	12.0
<u>Civilian</u>	26.5	25.0	25.3	25.4

The medical support manpower in this category includes all Army non-tactical medical care activities.

The military manpower decrease in FY 1977 reflects a management effort initiated to align and identify correctly military manpower by category.

The civilian manpower program remains relatively stable after FY 1977. The FY 1977 program incorporates the FY 1977 Congressional reduction (-139), recategorization of Medical Service Command-Europe in Command, Central Support Forces, and reductions associated with a general decrease in medical activities.

The increase in reserve component manpower reflects anticipated improvements in recruiting and retention.

c. Personnel Support

Army Personnel Support Manpower
(End Strength in Thousands)

	<u>FY 70</u> (Plan)	<u>FY 70</u> (Actual)	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	14.6	14.9	15.1	15.0
<u>Civilian</u>	4.3	4.1	7.9	10.3

The manpower in this category includes the US Army Recruiting Command, the Army Junior ROTC Program, Counterintelligence and Investigative Activities, and Army Personnel Centers.

The military increase in FY 1977 is due to increased support for recruiting activities. The civilian manpower increase in FY 1977 incorporates the transfer of Personnel Administration Activities from the Command category to this category. The increase in FY 1978 results from the consolidation of civilian personnel in the long term training and career intern program into this category of manpower.

d. Individual Training

Army Individual Training Manpower
(End Strength in Thousands)

	<u>FY 70</u> (Plan)	<u>FY 70</u> (Actual)	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	44.4	44.1	44.9	45.0
Reserve Components				
ARNG	6.5	5.8	6.0	6.1
USAR	37.4	36.8	36.8	37.6
<u>Civilian</u>	18.3	18.3	18.4	18.1

Manpower required to conduct Individual Training is displayed in this category. The individuals actually undergoing training are carried in the Student/Trainee account of the Individuals category.

The increase in military manpower between FY 1970 and FY 1977 was driven by increased workload associated with increased active and reserve accessions.

The civilian change in FY 1978 is attributable to small programmed efficiencies in aviation training (26) and the transfer of civilian career intern manpower (315) to the Personnel Support category.

Increases in reserve component manpower reflect anticipated improvements in recruiting and retention.

e. Command (Central Support Forces)

Army Command (Central Support Forces) Manpower
(End Strength in Thousands)

	<u>FY 70</u> (Plan)	<u>FY 70</u> (Actual)	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	8.5	8.0	8.2	8.2
<u>Civilian</u>	23.1	22.9	19.2	18.6

This category includes the Department of Army Headquarters, Army support of Defense Agencies, major Army support-related headquarters, and the criminal investigation function.

In FY 1977 the military manpower increase reflects a management effort initiated to align and identify correctly military manpower by category. The FY 1977 and FY 1978 civilian manpower reflect primarily transfers to and from this category. In Europe, the reorganization of Medical Service Command resulted in the transfer from Medical Support to this category of 400 spaces in FY 1977. Also, transferred out of this category and into Personnel Support are administrative support services (3700). In FY 1978, spaces associated with the consolidation of civilian training and career intern programs were transferred to Personnel Support.

f. Logistics

Army Logistics Manpower
(End Strength in Thousands)

	<u>FY 70</u> (Plan)	<u>FY 70</u> (Actual)	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	6.0	5.6	7.7	7.7
<u>Civilian</u>	94.2	93.4	91.4	91.6

Army manpower in this category is required for centralized logistics management. It includes primarily the Army Materiel Development and Readiness Command and various logistics units at installation level.

The military manpower increase in FY 1977 reflects a management effort initiated to align and identify correctly military manpower by category.

The civilian manpower change in FY 1977 incorporates the FY 1977 Congressional reduction (-466), category change for commissaries to Central Support, Base Operations (-300), +125 personnel reclassified from Support to Other Nations, base realignment savings and other general reductions.

The civilian change in FY 1978 resulted from the following: transfer of resources to the Army from the Air Force and Navy for single management of conventional ammunition (+2,585); increased (+266) support (reimbursable funded) for previous commitments for construction planning and design in Saudi Arabia; increased (+639) construction efforts planned for projects such as barracks modernization and barracks construction for the new divisions at Fort Stewart, Georgia, and Fort Polk, Louisiana, and minor construction support for the Air Force in the space shuttle program; anticipated productivity improvement (-1,100); consolidation of civilian long term training and career intern programs into Personnel Support manpower category (-1,500); and other minor reductions.

g. Federal Agency Support

Army Federal Agency Support Manpower
(End Strength in Thousands)

	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	0.2	0.2	0.2

The category reflects military manpower assigned to DoD and non-DoD agencies or activities in support of various non-DoD functions. Assignments are normally on a reimbursable basis. However, in some cases, support of other agencies constitutes a part of the mission of DoD and is nonreimbursable.

6. Individuals

The Individuals accounts contain the estimates of the manpower required for transients, patients, prisoners, trainees, students and cadets.

a. Transients

Army Transient Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	27.4	28.2	25.5

Projected transient strengths for FY 1977 and FY 1978 are based upon recent experience, modified to reflect policy decisions aimed at reducing turbulence. Projections consider the average enroute time per PCS move and the permanent change of station (PCS) move program for the fiscal year. The increase from FY 1976 to FY 1977 is attributable to the one-time requirement for additional moves to eliminate the overseas tour extensions which were imposed in FY 1975 and continued through FY 1976 and FY 1977. The reduction from FY 1977 to FY 1978 reflects the removal of this requirement and a lower level of losses and non-prior service accessions.

b. Patients, Prisoners, Holdees

Army Patients, Prisoners, and Holdees
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	6.4	5.1	4.9

The decrease from FY 1976 to FY 1977 is attributable to a decline in the number of persons pending separation from the Army at the end of FY 1977 as compared to the end of FY 1976. It is dependent upon the timing of losses from the Army. The decline in FY 1978 reflects an anticipated reduction in the number of deserters returned to military control and assigned to personnel control facilities.

c. Trainees, Students, and Cadets

Army Trainee, Students and Cadets Manpower
(End Strength in Thousands)

	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active			
Trainees/Students	89.2	95.3	91.2
Cadets	4.3	4.3	4.3
Reserve Components			
ARNG Trainees	18.6	17.9	19.9
USAR Trainees	3.9	5.8	11.4

The 6,100 space increase in Trainees/Students from FY 1976 to FY 1977 represents the increased number of accessions anticipated in the summer months of FY 1977. The decline in FY 1978 is a reflection of a lower level of Army accessions which will be required in FY 1978, and from the timing of these accessions entering active duty.

Reserve component personnel in this category are assigned to units in other categories but are not yet trained. These personnel will be undergoing initial active duty training at the end of the fiscal year.

D. FY 1979 Army Manpower Program

The following table displays Army manpower requirements for FY 1979 compared to FY 1978.

ARMY MANPOWER
(End Strength in Thousands)

	<u>Active Military</u>		<u>Civilian</u>	
	<u>FY 78</u>	<u>FY 79</u>	<u>FY 78</u>	<u>FY 79</u>
<u>Strategic Forces</u>	<u>0.6</u>	<u>0.6</u>	<u>0.2</u>	<u>0.2</u>
Strategic Offensive	-	-	-	-
Strategic Defensive	*	*	-	-
Strategic Control & Surveillance	0.6	0.6	0.2	0.2
<u>General Purpose Forces</u>	<u>471.3</u>	<u>471.2</u>	<u>44.4</u>	<u>44.4</u>
Land Forces	<u>470.8</u>	<u>470.6</u>	<u>41.1</u>	<u>41.1</u>
Tactical Air Forces	-	-	-	-
Naval Forces	-	-	-	-
Mobility Forces	0.6	0.6	3.4	3.4
<u>Auxiliary Forces</u>	<u>25.3</u>	<u>25.4</u>	<u>28.1</u>	<u>28.1</u>
Intelligence	8.7	8.8	2.1	2.1
Centrally Managed Communications	7.9	7.9	3.6	3.6
Research & Development	7.2	7.2	21.4	21.4
Support to Other Nations	1.3	1.3	1.0	1.0
Geophysical Activities	0.2	0.2	-	-
<u>Mission Support Forces</u>	<u>44.3</u>	<u>43.9</u>	<u>95.8</u>	<u>95.7</u>
Reserve Components Support	5.3	5.3	11.0	11.0
Base Operating Support	28.8	28.5	81.2	81.2
Force Support Training	0.6	0.6	0.2	0.2
Command	9.5	9.5	3.4	3.4
<u>Central Support Forces</u>	<u>122.7</u>	<u>122.4</u>	<u>209.5</u>	<u>209.9</u>
Base Operating Support	16.6	16.6	45.4	45.9
Medical Support	30.1	30.1	25.4	25.4
Personnel Support	15.0	14.9	10.3	10.3
Individual Training	45.0	44.7	18.1	18.1
Command	8.2	8.2	18.6	18.6
Logistics	7.7	7.7	91.6	91.5
Federal Agency Support	0.2	0.2	-	-
<u>Subtotal-Force Structure Allowance</u>	<u>664.2</u>	<u>663.5</u>	<u>378.0</u>	<u>378.3</u>
<u>Individuals</u>	<u>125.8</u>	<u>126.5</u>	<u>-</u>	<u>-</u>
Transients	25.5	25.5	-	-
Patients, Prisoners & Holdees	4.9	4.9	-	-
Trainees & Students	91.2	91.3	-	-
Cadets	4.3	4.3	-	-
<u>Total</u>	<u>790.0</u>	<u>790.0</u>	<u>378.0</u>	<u>378.3</u>

Note: Detail may not add to total due to rounding.

* Fewer than 50 spaces.

ARMY MANPOWER
(End Strength in Thousands)

	<u>Army National</u> <u>Guard</u>		<u>Army Reserve</u> ^{1/}	
	<u>FY 78</u>	<u>FY 79</u>	<u>FY 78</u>	<u>FY 79</u>
<u>Strategic Forces</u>	-	-	-	-
Strategic Offensive				
Strategic Defensive				
Strategic Control & Surveillance				
<u>General Purpose Forces</u>	<u>355.2</u>	<u>367.1</u>	<u>150.9</u>	<u>155.5</u>
Land Forces	<u>355.2</u>	<u>367.1</u>	<u>150.9</u>	<u>155.5</u>
Tactical Air Forces	-	-	-	-
Naval Forces	-	-	-	-
Mobility Forces	-	-	-	-
<u>Auxiliary Forces</u>	-	-	-	-
Intelligence				
Centrally Managed Communications				
Research & Development				
Support to Other Nations				
Geophysical Activities				
<u>Mission Support Forces</u>	<u>8.6</u>	<u>8.7</u>	<u>7.1</u>	<u>7.3</u>
Reserve Components Support				
Base Operating Support	8.6	8.7	7.1	7.3
Force Support Training	-	-	-	-
Command	-	-	-	-
<u>Central Support Forces</u>	<u>6.4</u>	<u>6.6</u>	<u>49.6</u>	<u>50.9</u>
Base Operating Support				
Medical Support	0.2	0.2	12.0	12.3
Personnel Support				
Individual Training	6.1	6.4	37.6	38.6
Command	-	-	-	-
Logistics	-	-	-	-
Federal Agency Support	-	-	-	-
<u>Subtotal-Force Structure Allowance</u>	<u>370.1</u>	<u>382.4</u>	<u>207.6</u>	<u>213.6</u>
<u>Individuals</u>	<u>19.9</u>	<u>17.6</u>	<u>11.4</u>	<u>11.4</u>
Transients				
Patients, Prisoners & Holdees				
Trainees & Students	19.9	17.6	11.4	11.4
Cadets	-	-	-	-
<u>Total</u>	<u>390.0</u>	<u>400.0</u>	<u>219.0</u>	<u>225.0</u>

Note: Detail may not add to totals due to rounding.

^{1/} Selected Reserve.

Fiscal Year 1979 will continue the trend toward greater force structure stability in both the Active and Reserve Components. The Army's main emphasis will be to continue the overall improvement in combat capability and readiness of the Total Army with resources available. The Army continues to find it difficult to make dramatic reductions in other force categories without incurring a high probability of weakening the support base. While efforts to increase the number of personnel in the General Purpose Forces category will continue, the majority of restructuring actions will take place within this category. Units not critical to the development of early combat power will be shifted to the Reserve Components or, in some instances, to an unfilled requirements (unmanned) category, thereby permitting the activation of more urgently needed units.

FY 1979 activations and reorganizations will emphasize improvements in air defense, attack helicopter, chemical defense and electronic warfare capabilities. Personnel resources for these troop actions will come from inactivations and reorganizations of tactical support units not required during early phases of conflict.

1-1	1-1	1-1	1-1	1-1	1-1
1-2	1-2	1-2	1-2	1-2	1-2
1-3	1-3	1-3	1-3	1-3	1-3
1-4	1-4	1-4	1-4	1-4	1-4
1-5	1-5	1-5	1-5	1-5	1-5
1-6	1-6	1-6	1-6	1-6	1-6
1-7	1-7	1-7	1-7	1-7	1-7
1-8	1-8	1-8	1-8	1-8	1-8
1-9	1-9	1-9	1-9	1-9	1-9
1-10	1-10	1-10	1-10	1-10	1-10
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1-12	1-12	1-12	1-12	1-12	1-12
1-13	1-13	1-13	1-13	1-13	1-13
1-14	1-14	1-14	1-14	1-14	1-14
1-15	1-15	1-15	1-15	1-15	1-15
1-16	1-16	1-16	1-16	1-16	1-16
1-17	1-17	1-17	1-17	1-17	1-17
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1-22	1-22	1-22	1-22	1-22	1-22
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1-24	1-24	1-24	1-24	1-24	1-24
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1-29	1-29	1-29	1-29	1-29	1-29
1-30	1-30	1-30	1-30	1-30	1-30
1-31	1-31	1-31	1-31	1-31	1-31
1-32	1-32	1-32	1-32	1-32	1-32
1-33	1-33	1-33	1-33	1-33	1-33
1-34	1-34	1-34	1-34	1-34	1-34
1-35	1-35	1-35	1-35	1-35	1-35
1-36	1-36	1-36	1-36	1-36	1-36
1-37	1-37	1-37	1-37	1-37	1-37
1-38	1-38	1-38	1-38	1-38	1-38
1-39	1-39	1-39	1-39	1-39	1-39
1-40	1-40	1-40	1-40	1-40	1-40
1-41	1-41	1-41	1-41	1-41	1-41
1-42	1-42	1-42	1-42	1-42	1-42
1-43	1-43	1-43	1-43	1-43	1-43
1-44	1-44	1-44	1-44	1-44	1-44
1-45	1-45	1-45	1-45	1-45	1-45
1-46	1-46	1-46	1-46	1-46	1-46
1-47	1-47	1-47	1-47	1-47	1-47
1-48	1-48	1-48	1-48	1-48	1-48
1-49	1-49	1-49	1-49	1-49	1-49
1-50	1-50	1-50	1-50	1-50	1-50
1-51	1-51	1-51	1-51	1-51	1-51
1-52	1-52	1-52	1-52	1-52	1-52
1-53	1-53	1-53	1-53	1-53	1-53
1-54	1-54	1-54	1-54	1-54	1-54
1-55	1-55	1-55	1-55	1-55	1-55
1-56	1-56	1-56	1-56	1-56	1-56
1-57	1-57	1-57	1-57	1-57	1-57
1-58	1-58	1-58	1-58	1-58	1-58
1-59	1-59	1-59	1-59	1-59	1-59
1-60	1-60	1-60	1-60	1-60	1-60
1-61	1-61	1-61	1-61	1-61	1-61
1-62	1-62	1-62	1-62	1-62	1-62
1-63	1-63	1-63	1-63	1-63	1-63
1-64	1-64	1-64	1-64	1-64	1-64
1-65	1-65	1-65	1-65	1-65	1-65
1-66	1-66	1-66	1-66	1-66	1-66
1-67	1-67	1-67	1-67	1-67	1-67
1-68	1-68	1-68	1-68	1-68	1-68
1-69	1-69	1-69	1-69	1-69	1-69
1-70	1-70	1-70	1-70	1-70	1-70
1-71	1-71	1-71	1-71	1-71	1-71
1-72	1-72	1-72	1-72	1-72	1-72
1-73	1-73	1-73	1-73	1-73	1-73
1-74	1-74	1-74	1-74	1-74	1-74
1-75	1-75	1-75	1-75	1-75	1-75
1-76	1-76	1-76	1-76	1-76	1-76
1-77	1-77	1-77	1-77	1-77	1-77
1-78	1-78	1-78	1-78	1-78	1-78
1-79	1-79	1-79	1-79	1-79	1-79
1-80	1-80	1-80	1-80	1-80	1-80
1-81	1-81	1-81	1-81	1-81	1-81
1-82	1-82	1-82	1-82	1-82	1-82
1-83	1-83	1-83	1-83	1-83	1-83
1-84	1-84	1-84	1-84	1-84	1-84
1-85	1-85	1-85	1-85	1-85	1-85
1-86	1-86	1-86	1-86	1-86	1-86
1-87	1-87	1-87	1-87	1-87	1-87
1-88	1-88	1-88	1-88	1-88	1-88
1-89	1-89	1-89	1-89	1-89	1-89
1-90	1-90	1-90	1-90	1-90	1-90
1-91	1-91	1-91	1-91	1-91	1-91
1-92	1-92	1-92	1-92	1-92	1-92
1-93	1-93	1-93	1-93	1-93	1-93
1-94	1-94	1-94	1-94	1-94	1-94
1-95	1-95	1-95	1-95	1-95	1-95
1-96	1-96	1-96	1-96	1-96	1-96
1-97	1-97	1-97	1-97	1-97	1-97
1-98	1-98	1-98	1-98	1-98	1-98
1-99	1-99	1-99	1-99	1-99	1-99
1-100	1-100	1-100	1-100	1-100	1-100

CHAPTER XI

NAVY MANPOWER REQUIREMENTS

A. Introduction

1. Summary and Highlights

This chapter describes the Navy's Total Force manpower requirements in terms of its active military, reserve, and civilian manpower components for Fiscal Years 1978 and 1979. Navy's manpower requirements derive from the force structure required to accomplish the Navy missions within the national military strategy.

As an aid to understanding Navy's manpower requirements in relation to the defense functions which they support, and to highlight principal elements of Navy's manpower program, this chapter provides:

- a summary of the primary methods used to determine the strength needed to accomplish the assigned missions of the Navy;
- a review of significant manpower trends and indicators;
- a discussion of current Navy initiatives to improve its management of manpower; and
- a detailed review of Navy manpower requirements by Defense Planning and Programming Categories including an explanation of substantial changes between fiscal years.

The Navy program for active military, reserve, and civilian manpower end strengths for Fiscal Years 1978 and 1979 is as follows:

Navy Manpower Requirements (End Strength in Thousands)

	<u>FY 78</u>	<u>FY 79</u>
<u>Military</u>		
Active	535.0	537.5
Reserve Components	52.0	52.0
<u>Civilian</u>	297.6	301.0

2. Major Force Structure Changes

Significant changes in the composition of the fleet are scheduled to occur between FY 1977 and FY 1978. The number of ships in the active fleet will decline slightly from 470 to 462 ships. Significant progress in fleet modernization will occur, with substantial increases in modern surface combatants and nuclear submarine forces being offset numerically by reductions of obsolete destroyers, diesel submarines, patrol craft, salvage ships, fleet tugs, and other less capable ships. Major force structure changes are as follows:

- Carrier levels remain constant at 13; the nuclear attack carrier EISENHOWER will replace the conventional attack carrier ROOSEVELT.
- The attack submarine force will be strengthened with the addition of five nuclear attack submarines.
- Eleven Spruance Class destroyers will be added while four WWII vintage destroyers are dropped from the active fleet.
- Nuclear powered guided missile cruiser MISSISSIPPI and the guided missile frigate OLIVER HAZARD PERRY will join the fleet.
- Active and reserve Navy fighter and attack squadrons, other than shore-based replacement training squadrons, will decrease from 65 in FY 1977 to 61 in FY 1978.
- Active and Reserve Navy ASW squadrons constant at 52 and 17 respectively.
- Navy reserve ship levels decline from 59 to 57 with the deactivation of two 32-year old destroyers.

3. Manpower Requirements Determination

a. Operating Forces. The determination of operating force manpower requirements is accomplished by the Navy's Ship and Squadron Manpower Document (SMD/SQMD) programs. These programs use industrial engineering and statistical techniques to determine the manpower required to achieve a specific level of operational capability. Details concerning the techniques and methodology used in both of these programs were provided in both the FY 1976 and FY 1977 Defense Manpower Requirements Reports.

The Ship Manpower Document (SMD) program currently covers approximately 90 percent of all ships, with coverage projected to be 98 percent by the end of FY 1979. Documents are revised when ships are being overhauled since this is when most hardware changes occur. This schedule provides for an SMD update approximately every five years, although interim changes may be made.

The Squadron Manpower Document (SQMD) program determines manpower requirements for the aviation squadrons based on manpower standards which equate workload to operating tempo in terms of aircraft assignment and flight hour utilization. Automation of the computational process has significantly increased program flexibility. The SQMD program has documented manpower requirements for approximately 78% of all Navy aircraft squadrons.

b. Shore Establishment. The Shore Requirements, Standards and Manpower Planning System (SHORSTAMPS) is being developed as the principal requirements determination system for all manpower (military and civilian) in the Shore Establishment. Functional efforts utilizing contract manpower are also documented under the SHORSTAMPS program. SHORSTAMPS consists of a standard tasking subsystem that describes parametrically what and how much work is required, and a set of Navy-wide staffing standards that translate workload to manpower requirements. The preparation and submission of tasking data by shore activities is proceeding as planned. After initial submissions, activities will update their data annually. In response to directions by the Congress to accelerate SHORSTAMPS, Navy is now planning to complete the initial development of standards by June 1979. Implementation of standards for recruit training, supply operations assistance programs and manual telecommunications has commenced.

B. Significant Trends

1. Active Military

a. Strength Levels. The requested active military strength for end-FY 1978 is 535,024. Overall FY 1978 active military strength remains essentially level with FY 1977 end strength except for a reduction of approximately 900 associated with the drawdown in Navy Selected Reserve forces. Additional adjustments between FY 1977 and FY 1978 include:

- a small increase in Strategic Forces manpower to accommodate requirements associated with the commissioning of the first TRIDENT submarine and increases in TRIDENT base support;
- a reduction in General Purpose Forces manpower reflecting numerous changes in active fleet composition, including decommissioning of the conventional carrier, F.D. ROOSEVELT;
- general reductions in shore support manpower requirements including a sizable reduction in training staffs and overhead;
- a substantial increase in Student and Trainee billets reflecting accomplishment of Navy's goal of achieving full

programming of essential fleet training requirements. Underprogramming of these training requirements in prior years has resulted in critical fleet and fleet support manning problems.

b. Officer-to-Enlisted Ratio. Officer strengths are programmed for further reductions between FY 1977 and FY 1978, resulting in a decreasing ratio of officers to enlisted during this period as shown in the following table. Midshipmen are included in overall enlisted strength.

	<u>FY 76</u>	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Officer:Enlisted	1:7.26	1:7.38	1:7.47	1:7.50

c. Combat and Support Percentages. A continuing improvement in Navy's combat-to-support manpower balance is also forecast. As indicated in the FY 1977 Defense Manpower Requirements Report, Navy aggregates combat and support manpower in the manner indicated below. Manpower contained in the Defense Planning and Programming Category (DPPC) of Individuals is not attributable to either combat or support requirements and is therefore not included in this computation.

DPPC Categories

<u>Combat:</u>	Strategic Forces and General Purpose Forces
<u>Support:</u>	Auxiliary Forces, Mission Support Forces, and Central Support Forces

Active Navy Combat and Support Percentages

	<u>FY 76</u>	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Combat</u>	59.4	59.8	60.3	60.6
<u>Support</u>	40.6	40.2	39.7	39.4

d. Officer Procurement Goals. Active officer procurement goals are shown in the following table:

	<u>FY 76</u>	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Plan	6,638	1,903	7,388	6,300
Actual	7,024	1,816	-	-

The active officer force decreases by 277 between FY 1977 and FY 1978. This reduction, plus the small number of losses projected for FY 1978, results in a low level of officer accessions in FY 1978. While this is

acceptable for a single year, a somewhat higher accession level must be maintained over the long term to meet overall officer requirements and prevent imbalances in the grade structure.

e. Enlisted Accession Goals. In FY 1976, Navy was successful in its recruiting efforts and achieved authorized strengths; recruit quality was exceptionally high. In FY 1977, however, Navy experienced a One Navy accession shortfall of 1,892. "One Navy" is a term which encompasses all active duty USN and USNR accessions plus a limited number of first enlistments in the Naval Reserve Ready Mariner programs. It is noted that the FY 1977 One Navy accession goals are 9% higher than the FY 1976 level. Although the FY 1977 goals are higher than FY 1976, they appear to be obtainable with acceptable quality standards. For FY 1977 and beyond, 85% of all non-prior service enlistments will be for four or more years. The remaining 15%, to be enlisted for three years, are active duty USNR enlistments. Specific One Navy accession goals are as follows:

	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
Plan	103,325	113,303	100,459
Actual	103,857	33,887	-

The Navy active military end strength is 536,000 for end-FY 1977. This is 4,600 below the strength authorized by Congress for end-FY 1977. The Navy strength for FY 1977 was reduced to 536,000 by deferring some accessions to FY 1978 in view of a projected FY 1977 shortfall of 4,500 accessions at minimum levels of acceptable quality. As the table above shows, FY 1977 accession requirements are still greater than those for FY 1978, but the difference is not so great as it would have been had the end-FY 1977 strength not been reduced. In addition to leveling the recruiting and recruit training workloads, accession smoothing also allows quality to be maintained at a more stable level. The understrength in the force structure at end FY 1977 would previously have been accounted as Force Structure Manpower Deviation. Since this account is no longer being used, the shortfalls have been spread throughout the force structure. The shortfalls have been noted in the DPPC portions of this chapter.

f. Petty Officer Plans. The Enlisted Force Management Plan establishes as a long term goal a career force top five petty officer strength of 201,305. In pursuit of this goal, the top five petty officer strength will increase from 185,222 in FY 1977 to 190,539 in FY 1978. The petty officer objectives outlined in the Enlisted Force Management Plan will increase the Navy's operational readiness.

g. Personnel Retention. Chief of Naval Operations' prime manpower objective is to obtain personnel stability through the retention of sufficient numbers of top quality people. The Career Reenlistment

Objectives Program (CREO) is the primary management tool for establishing numerical retention targets in specific skills. Career satisfaction, reenlistment bonuses, and Career Counselor Programs are the primary instruments for effecting retention. Future Navy success in retaining adequate numbers of career personnel will depend on the effects of economic conditions, funding of bonus and career counselor programs, and perceived changes in benefits. In the short term, the career counselor program and bonus programs constitute the primary effort to retain quality personnel. In the long term, improvement of career satisfaction should increase retention of both first term and career personnel. Fourteen new objectives, directed toward improving career satisfaction, have recently been incorporated into the Chief of Naval Personnel's Management by Objectives (MBO) system.

2. Naval Reserve

a. Manpower Reorganization. During recent years, the size and structure of the Naval Reserve have been subject to study and change. The Navy has initiated "Project Readiness" to bring the structure of the Naval Reserve into alignment with the Navy's total force requirements.

A reduction in the size of the Selected Reserve in FY 1978 from 96,500 to 52,000 reflects the transfer of staffs and support-type units to the Individual Ready Reserve (IRR) and a reduction in the number of Reserve Mobile Construction Battalions (CBs) from 17 to 8. Some personnel in the IRR may train during two weeks active duty annually to be ready for mobilization; however, the IRR category does not provide for paid drills, and IRR personnel are not included in strength authorization totals. Affected units provide wartime augmentation of operational staff groups, base support, training, technical management, administration, and Naval Support units.

b. Hardware Modernization. Improved capabilities are programmed for the Naval Reserve in FY 1978 as follows:

- An additional Reserve A-4 squadron will transition from the A-4 to the A-7 aircraft.
- An additional Sea-based Electronic Warfare Squadron (VAQ) will begin transitioning from KA-3B to EA-6A aircraft.
- An additional Reserve Early Warning squadron is transitioned from E-1B to E-2B aircraft.
- Two Maritime Patrol Squadrons (VP) are scheduled to transition from the P-2 to the P-3 aircraft, one in FY 1978 and one in FY 1979.

c. Consolidation of Airlift Capability. All airlift requirements are being consolidated in FY 1978 with the Military Airlift Command under the management of the Air Force. The Naval Reserve will continue providing the service unique base and support function requirements with two Fleet Tactical Support (VR) Squadrons utilizing six C-9 aircraft procured solely for that purpose.

d. Other Naval Reserve Changes

(1) NRF Destroyers: two 32-year old NRF Destroyers are scheduled for decommissioning without replacement during FY 1978.

(2) NRF Patrol Combatants: all five 10-year old NRF PCs are scheduled for decommissioning during FY 1977.

(3) Special Warfare: one Coastal River Division will be inactivated during FY 1978 reflecting the lower priority on this special warfare area during peacetime.

3. Civilian Manpower

a. The FY 1978 level of 297,590 includes increases of 3,500 for naval shipyards, 300 for Supervisor of Shipbuilding offices, and 400 for TRIDENT. There are offsetting reductions of 3,000 for increased civilian productivity, 1,200 for Public Works Center positions to be converted to contractor support, and a transfer to the Army of 2,400 for its takeover of conventional ammunition management.

b. The Department of the Navy is reducing civilian manpower costs through control of authorized high grade positions (GS-13 and up) and improved position management and classification. At end FY 1976, the GS 13-15 strength stood at 19,042, a reduction of 1,012 during the fiscal year. The end FY 1977 goal is 18,737. In addition, all new and vacant GS 13-15 positions are now being reviewed and classified centrally.

C. Management Initiatives

1. Manpower Management System

After careful examination of its existing manpower, personnel, and training management system, Navy found that improvements in total force manpower planning could and should be made. Therefore, the decision was made to transition to a new structure that will integrate the planning, programming, budgeting and management of all types of manpower resources. The new structure will facilitate trade-offs between types of manpower and permit the determination and acquisition of the most cost-effective workforce.

2. Reserve Missions

Navy and OSD have undertaken a study of the missions assigned to the Selected Reserve. Traditional missions and their associated manpower requirements have been critically analyzed; several new Reserve missions have been identified, while others are under intensive review. Navy is dedicated to full use of the Reserves; utilization of Reserves is, of course, predicated on the availability of training and on the capability of the Reserves to perform a wartime mission without degrading the readiness and rotation base of the active fleet with its forward deployment commitments. Navy recognizes that, in some cases, assignment of missions to the Reserve is the most cost-effective means of attaining necessary wartime capability.

3. Advanced Information Systems

An Advanced Information System (AIS) is being developed to support the Navy's manpower and personnel community. The AIS is being designed to include: a worldwide source data automation capability with electronic reporting to all activities where personnel actions occur; a terminal network to facilitate data entry and retrieval for all managers; generalized software for teleprocessing, data base management and information display. Major design considerations are that the AIS must be responsive to changing management needs and that it be cost-effective.

4. Manpower and Personnel (MANPERS) Plan

The MANPERS plan, now under development, will specify the objectives for the management and administration of Navy's active duty, reserve and civilian personnel. The plan will provide a set of clear and attainable manpower and personnel management objectives for total force life cycle. This includes requirements, authorizations, recruitment, classification, training, education, distribution, sustainment, separation, retirement and mobilization.

D. Navy Manpower Requirements by Defense Planning and Programming Category (DPPC)

This section summarizes changes in Navy's manpower requirements in terms of program adjustments and functional realignments which dictate year-to-year adjustments in overall Navy strength. Significant changes within each sub-category of the Defense Planning and Programming Categories are addressed on the basis of requirements.

The tables immediately following display by DPPC manpower requirements over the period FY 1976 to FY 1979. As indicated, FY 1976 and FY 1979 strength reflect actual on-board totals as opposed to programmed strength in FY 1977, FY 1978, and FY 1979.

NAVY ACTIVE MILITARY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	FY 76 <u>Actual</u>	FY TQ	FY 77 <u>FY 78 Budget</u>	FY 78	FY 79 <u>Auth.</u>
<u>Strategic Forces</u>	20.3	20.3	20.9	21.3	22.2
Strategic Offensive	18.8	18.8	19.1	19.5	20.5
Strategic Defensive	-	-	-	-	-
Strategic Control & Surveillance	1.5	1.5	1.8	1.8	1.7
<u>General Purpose Forces</u>	233.9	232.2	245.7	245.1	252.0
Land Forces	2.7	2.7	3.0	3.0	3.0
Tactical Air Forces	61.7	59.9	67.3	64.0	65.1
Naval Forces	169.2	169.3	175.1	177.9	183.6
Mobility Forces	0.3	0.3	0.3	0.3	0.3
<u>Auxiliary Forces</u>	27.5	27.3	29.6	29.0	27.5
Intelligence	9.2	9.2	9.3	9.2	9.1
Centrally Managed Communications	9.8	9.6	10.7	10.1	8.7
Research & Development	6.0	5.9	6.7	6.7	6.6
Support to Other Nations	0.5	0.5	1.0	1.0	1.0
Geophysical Activities	2.0	2.0	2.0	2.0	2.0
<u>Mission Support Forces</u>	61.8	61.2	62.6	62.4	62.3
Reserve Components Support	7.3	7.2	8.4	7.7	7.7
Base Operating Support	31.7	31.4	29.6	31.4	31.6
Force Support Training	11.7	11.7	13.4	12.3	11.9
Command	11.1	10.9	11.3	11.1	11.2
<u>Central Support Forces</u>	82.4	81.3	83.3	81.9	82.1
Base Operating Support	2.7	2.6	2.7	2.7	2.7
Medical Support	23.0	22.8	21.6	21.6	21.7
Personnel Support	6.8	6.9	7.4	7.4	7.4
Individual Training	33.4	32.4	34.2	32.3	32.6
Command	9.0	9.1	8.9	9.2	8.9
Logistics	6.6	6.5	7.5	7.6	7.7
Federal Agency Support	0.9	0.9	1.1	1.1	1.1
<u>Subtotal-Force Structure Allowance</u>	426.0	422.2	442.2	439.8	446.1
<u>Individuals</u>	98.5	105.4	93.8	95.2	91.3
Transients	29.6	25.6	26.7	23.9	22.2
Patients, Prisoners & Holdees	6.5	7.0	6.1	5.6	5.1
Trainees & Students	59.2	68.4	56.7	61.3	59.7
Cadets	3.3	4.4	4.4	4.4	4.4
<u>Total</u>	524.5	527.6	536.0	535.0	537.5

Note: Detail may not add to totals due to rounding.

NAVAL SELECTED RESERVE MANPOWER REQUIREMENTS
(End Paid-Drill Strength in Thousands)

	FY 76 Actual	FY TQ	FY 77 FY 78 Budget	FY 78	FY 79 Auth.
<u>Strategic Forces</u>	0.3	0.3	0.2	0.2	0.2
Strategic Offensive	0.3	0.3	0.1	0.1	0.1
Strategic Defensive	-	-	-	-	-
Strategic Control & Surveillance	-	-	0.1	0.1	0.1
<u>General Purpose Forces</u>	58.2	58.7	60.2	50.9	50.9
Land Forces	2.2	2.7	4.6	3.7	3.7
Tactical Air Forces	4.5	4.5	3.9	4.1	4.1
Naval Forces	50.2	50.2	50.3	41.7	41.7
Mobility Forces	1.3	1.3	1.4	1.4	1.4
<u>Auxiliary Forces</u>	6.8	6.8	7.9	-	-
Intelligence	4.6	4.6	5.3	-	-
Centrally Managed Communications	1.5	1.5	1.6	-	-
Research & Development	0.4	0.4	0.7	-	-
Support to Other Nations	-	-	-	-	-
Geophysical Activities	0.2	0.2	0.3	-	-
<u>Mission Support Forces</u>	19.7	19.7	15.5	-	-
Reserve Components Support	-	-	0.4	-	-
Base Operating Support	11.9	11.9	8.6	-	-
Force Support Training	0.4	0.4	1.0	-	-
Command	7.4	7.4	5.5	-	-
<u>Central Support Forces</u>	11.4	11.4	12.0	-	-
Base Operating Support	0.2	0.2	0.2	-	-
Medical Support	1.4	1.4	1.2	-	-
Personnel Support	0.7	0.7	0.4	-	-
Individual Training	1.1	1.1	1.0	-	-
Command	2.3	2.3	3.0	-	-
Logistics	5.7	5.7	6.3	-	-
Federal Agency Support	-	-	-	-	-
<u>Subtotal-Force Structure Allowance</u>	96.5	97.0	95.8	51.1	51.1
<u>Individuals</u>	0.6	0.5	0.7	0.9	0.9
Transients	-	-	-	-	-
Patients, Prisoners & Holdees	-	-	-	-	-
Trainees & Students	0.6	0.5	0.7	0.9	0.9
Cadets	-	-	-	-	-
<u>Total</u>	97.1	97.5	96.5	52.0	52.0

Note: Detail may not add to totals due to rounding.

NAVY CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	<u>FY 76</u>	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>	<u>FY 79</u>
	<u>Actual</u>		<u>FY 78 Budget</u>		<u>Auth.</u>
<u>Strategic Forces</u>	<u>1.6</u>	<u>1.6</u>	<u>2.0</u>	<u>2.4</u>	<u>2.9</u>
Strategic Offensive	1.2	1.2	1.6	1.9	2.5
Strategic Defensive	-	-	-	-	-
Strategic Control & Surveillance	0.4	0.4	0.4	0.4	0.4
<u>General Purpose Forces</u>	<u>5.1</u>	<u>5.1</u>	<u>5.4</u>	<u>5.7</u>	<u>5.7</u>
Land Forces	-	-	-	-	-
Tactical Air Forces	-	-	-	-	-
Naval Forces	0.4	0.4	0.5	0.6	0.6
Mobility Forces	4.7	4.7	4.9	5.1	5.1
<u>Auxiliary Forces</u>	<u>45.0</u>	<u>45.0</u>	<u>43.2</u>	<u>41.7</u>	<u>41.7</u>
Intelligence	1.8	1.7	1.8	1.8	1.8
Centrally Managed Communications	4.0	3.9	3.9	3.5	3.4
Research & Development	37.5	37.5	35.7	34.6	34.6
Support to Other Nations	0.3	0.4	0.5	0.5	0.5
Geophysical Activities	1.4	1.4	1.4	1.4	1.4
<u>Mission Support Forces</u>	<u>31.8</u>	<u>30.4</u>	<u>29.7</u>	<u>29.4</u>	<u>29.4</u>
Reserve Components Support	3.0	3.0	3.0	2.9	2.9
Base Operating Support	25.6	25.2	24.9	24.7	24.7
Force Support Training	0.5	0.5	0.5	0.5	0.5
Command	2.7	1.8	1.3	1.3	1.3
<u>Central Support Forces</u>	<u>218.9</u>	<u>217.2</u>	<u>219.8</u>	<u>218.4</u>	<u>221.3</u>
Base Operating Support	26.6	25.9	26.2	24.2	24.2
Medical Support	9.1	9.1	9.8	9.7	9.7
Personnel Support	1.8	1.8	1.8	2.0	2.0
Individual Training	7.7	7.8	8.0	7.6	7.6
Command	17.6	17.3	17.3	17.8	17.6
Logistics	156.1	155.4	156.7	157.1	160.3
Federal Agency Support	-	*	*	*	*
<u>Total</u>	<u>302.4</u>	<u>299.4</u>	<u>300.1</u>	<u>297.6</u>	<u>301.0</u>

Note: Detail may not add to totals due to rounding.

*Fewer than 50 spaces.

1. Strategic Forces

Navy Strategic Forces Manpower (End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	20.1	20.3	20.9	21.3
Reserve Components	0.3	0.3	0.2	0.2
<u>Civilian</u>	1.7	1.6	2.0	2.4

The active military manpower requirements for Strategic Forces are computed as follows:

Strategic Force Ship Manning

<u>Type of Ship</u>	<u>Number</u> <u>Of Ships 1/</u>	<u>Average</u> <u>Manning</u>	<u>Total</u> <u>Manpower</u>
SSBN	41	284 2/	11,192
Tenders	5	1,198	5,991

1/ Includes active ships in FY 1978 and those in overhaul and under conversion.

2/ Reflects average manning of majority of SSBN class. Ships in overhaul and under conversion are manned at a lower level than active ships.

In addition to the ship's crews described above, additional personnel are needed for maintenance support systems, missile control systems, communications support, and dedicated weather reconnaissance support.

The active military strength increase of 800 between FY 1977 and FY 1978 primarily reflects adjustments in manning of several fleet ballistic missile (FBM) submarines after return from overhaul as well as minor SSBN billet increases (+400); increased requirements for support ship manpower (+200); squadron increases for FBM communications support (+100); and minor growth associated with TRIDENT development (+100). Active military Strategic Forces manpower increases of about 400 between FY 1977 and FY 1978 result from addition of pre-commissioning crews for TRIDENT submarines scheduled for later fleet introduction (+300) and additional growth in TRIDENT developmental and base support in Bangor, Washington (+150).

The civilian manpower increases of 300 between FY 1977 and FY 1978 and 400 between FY 1977 and FY 1978 are related primarily to management and engineering support requirements for the TRIDENT support site.

2. General Purpose Forces

a. Land Forces. Navy Land Forces personnel consists of doctors, chaplains, hospital corpsmen, and dental technicians assigned to Marine Corps divisions, regiments, and air stations. The Marine Corps does not have such personnel. The following table shows Navy manpower committed to Land Forces.

Navy Land Forces (End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	2.9	2.7	3.0	3.0
Reserve Components	3.0	2.7	4.6	3.7

No significant changes occur in Navy Land Forces active military manpower requirements during the FY 1977-1978 period. The increase of 1,600 reserve manpower requirements results from a review of reserve mobilization requirements entitled "Project Readiness". Increased augmentation requirements to provide for Naval Reserve medical and dental support of both active and reserve Marine divisions and wings are reflected in these increased requirements. The decrease of 900 Selected Reserve billets from FY 1977 to FY 1978 is the result of revised mobilization requirements under "Project Readiness."

b. Tactical Air Forces

Navy Tactical Air Forces Manpower 1/ (End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	64.7	59.9	67.3	64.0
Reserve Components	4.9	4.5	3.9	4.1

1/ Includes manpower for multi-purpose carriers and associated air wings.

To perform the Navy's Tactical Air Force mission in FY 1978, there are 13 aircraft carriers and 12 carrier air wings assigned to the active forces. Each carrier wing includes various types of aircraft.

An increase of approximately 2,600 in Navy Tactical Air Forces between FY 1977 and FY 1978 is primarily attributable to FY 1977 pre-commissioning manpower requirements for the EISENHOWER which are offset partially by decommissioning of the ORISKANY (+1,200); other increases in carrier force requirements (+300); and changes in TACAIR squadron composition and strength requirements (+1,100). The decrease of 1,000 in reserve component strength requirements during this same period results from a reduction in reserve augmentation requirements for aircraft carriers following a review of overall mobilization requirements.

Navy Tactical Air Force strength requirements decline by approximately 3,300 between FY 1977 and FY 1978 primarily because of the decommissioning of the conventional carrier F. D. ROOSEVELT (-2,500) and its associated air wing (-1,100). These reductions are partially offset by increased F-14 squadron manpower requirements (+300). No additional manpower is required in FY 1978 for the EISENHOWER since her full manning is included as precommissioning manpower in FY 1977.

c. Naval Forces

Naval Forces Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	171.6	169.3	175.1	177.9
Reserve Components	50.7	50.2	50.3	41.7
<u>Civilian</u>	0.4	0.4	0.5	0.6

Naval Forces manpower represents the largest single category of both active military and reserve manpower requirements in the Navy. The majority of this manpower reflects active and reserve ship manning requirements. The increase of 3,500 between FY 1977 and FY 1978 primarily reflects the transfer of some 2,900 Fleet Maintenance Assistance Group billets and some 1,100 cryptologic support billets to this category.

Naval Forces manpower increases by 2,800 between FY 1977 and FY 1978. An increase of 1,300 reflects the net of increased requirements for Anti-Submarine Warfare and Fleet Air Defense forces (+2,600) and Amphibious forces (+200), being partially offset by a reduction of Naval Support forces manpower (-1,500). The remaining increase of 1,500 reflects elimination of the FY 1977 shortfall due to accession smoothing.

Although total ship levels decline between FY 1977 and FY 1978, most ship reductions represent the decommissioning of minor fleet support ships and patrol craft requiring much smaller crew sizes than the modern surface combatants which are entering the fleet in FY 1978. FY 1978 manpower increases for new construction ships together with precommissioning manpower included in the FY 1978 program more than offset manpower savings resulting from ship deactivations.

The Naval reserve manpower decrease of 400 between FY 1977 and FY 1978 reflects reduced augmentation requirements resulting from the Navy Project Readiness mobilization requirements review. The decrease of 8,600 between FY 1977 and FY 1978 is the result of the transfer of the Navy's airlift requirements to the Military Airlift Command, a reduction of two destroyers in the Naval Reserve Force, the inactivation of Coastal River Division 22, and transfer of nine construction battalions from the Selected Reserve to the Individual Ready Reserve.

d. Mobility Forces

Navy Mobility Forces Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	0.3	0.3	0.3	0.3
Reserve Components	1.5	1.3	1.4	1.4
<u>Civilian</u>	4.9	4.7	4.9	5.1

The DoD relies heavily on sealift to move the bulk of equipment and supplies for other than the initial period of combat. To meet wartime needs, the Department of Defense relies heavily on US commercial shipping which can be mobilized under Presidential authority. During a NATO contingency, the Department of Defense would also rely on the commercial shipping assets of our NATO allies. Specific agreements have been reached to provide US commercial and NATO ships in contingency situations.

The small increases in civilian manpower requirements in FY 1977 and FY 1978 reflect increased manning associated with the activation of additional Military Sealift Command ships.

3. Auxiliary Forces

Auxiliary Forces carry out Department of the Navy programs which come under centralized DoD control. These various programs include Intelligence, Centrally Managed Communications, Research and Development, Support to Other Nations, and Geophysical Activities. The following sections display military and civilian manpower requirements for each of these programs.

a. Intelligence

Navy Intelligence Manpower (End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active <u>1/</u>	9.5	9.2	9.3	9.2
Reserve Components	5.3	4.6	5.3	-
<u>Civilian</u>	1.8	1.7	1.8	1.8

1/ Not included in the above totals are military personnel in combat or combat-related intelligence units.

The elimination of Selected Reserve manpower in FY 1978 reflects transfer these personnel to the IRR.

b. Centrally Managed Communications

Navy Centrally Managed Communications Manpower (End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	10.7	9.6	10.7	10.1
Reserve Components	2.0	1.5	1.6	-
<u>Civilian</u>	4.0	3.9	3.9	3.5

Navy active military requirements decrease by approximately 600 between FY 1977 and FY 1978 with substantial reductions at overseas Navy communications sites including Iceland, Japan, and Londonderry, Ireland as well as installations in Alaska and Puerto Rico. An increase of about 100 satellite communications system requirements is largely offset by a reduction of intelligence/communications support in Japan, Morocco and Adak, Alaska.

The decrease of about 400 reserve requirements from FY 1977 to FY 1978 represents a change in reserve augmentation requirements in support of communications activities. Affected units include the Navy Telecommunications Area Master Station, and other advanced base functional components and station units. The elimination of Selected Reserve manpower in FY 1978 reflects the transfer of personnel to the Individual Ready Reserve. Affected units include those augmenting Telecommunication Advanced Base Functional Components, Base Consolidated Communications, Communications Area Master Stations, the Defense Communication System, Telecommunications Facilities Stations, and Telecommunication Headquarters.

The civilian decrease in FY 1978 is due primarily to the anticipated closure of the Naval Training Command, Morocco.

c. Research and Development

Navy Research and Development Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	6.7	5.9	6.7	6.7
Reserve Components	0.4	0.4	0.7	-
<u>Civilian</u>	36.2	37.5	35.7	34.6
	(1.3) 1/			

1/ Additional manpower needed to slow phase down of in-house RDT&E effort as directed by the House Armed Services Committee (see narrative).

The Navy's R&D community consists of headquarters, laboratories, RDT&E project ships, test and evaluation activities, and support offices. The largest segment of the Navy's R&D establishment consists of R&D laboratories. The Navy's R&D efforts are comprehensive, since they must deal with land, sea, air, and undersea operations. In addition, the Navy is very equipment intensive and requires a substantial in-house RDT&E capability. In-house work is performed at 35 Navy RDT&E installations, including 9 medical laboratories and 14 industrially-funded facilities such as the Naval Research Laboratory, the David W. Taylor Naval Ship Research and Development Center, and the Naval Air Development Center.

Although active Navy manpower requirements remain constant during the period FY 1970 through FY 1977, Navy Selected Reserve manpower requirements increase by about 300 as a result of increased augmentation requirements determined after the aforementioned Project Readiness study. Increased reserve augmentation requirements have been identified at Navy's Surface Weapon Center, Naval Ship Research Center, Naval Air Test Center, Naval Air Development Center, and Ordnance Missile Test Facility units. The elimination of Selected Reserve manpower in FY 1978 reflects the transfer of personnel to the Individual Ready Reserve. In addition to those units mentioned above, affected units include those augmenting Office of Naval Research, Naval Research Laboratory Headquarters/Technical/Tactical elements, Biological Medical Emergency Recovery Teams, Underwater Emergency Recovery Teams, the Undersea Sound Research Laboratory, and Radiological Chemical Warfare Emergency Recovery Teams.

As a part of a DoD policy to achieve savings in the R&D program and shift more R&D effort from defense laboratories to private industry, the Navy planned to reduce its in-house RDT&E workforce by 3,000 between end FY 1974 and end FY 1976 plus an additional 637 by end FY 1977. However, the House and Senate Armed Services Committees disagreed with the proposed drawdown unless it was phased over a longer period of time than two years to permit concurrent staff renewal in the research and development organization. A revised reduction plan spreading the RDT&E reductions over four years instead of two was subsequently approved; the 3,000 reduction in the in-house RDT&E work force will be completed by 30 September 1978. The final decrement of 500 spaces is reflected in the decrease between FY 1977 and FY 1978 as well as additional general reductions and productivity improvements.

d. Support to Other Nations

Navy Support to Other Nations Manpower
(End Strength in Thousands)

	<u>FY 70</u> <u>(Plan)</u>	<u>FY 70</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	0.8	0.5	1.0	1.0
<u>Civilian</u>	1.7	0.4	0.5	0.5

Navy personnel in this category provide a wide range of administrative, supply and logistics support through the Military Assistance Advisory Groups (MAAGs) and other Military Assistance Programs, including training for Saudi Arabian and Iranian naval forces.

An increase of approximately 200 occurs between FY 19TQ and FY 1977 in active military manpower requirements in this category as a result of slight increases in foreign military sales requirements, including the transfer in FY 1977 of two diesel submarines from the General Purpose Forces (Naval Forces) category to be used for training of Iranian naval personnel. Military and civilian end strength totals in this category represent reimbursable manpower dedicated to either the Foreign Military Sales Program or the Military Assistance Program. Reimbursable manpower in this category and elsewhere is included in overall Navy end-FY strength controls.

Navy civilian manpower in this category engages in assignments directly in support of specific Foreign Military Sales (FMS) Agreements (300) for which the Navy Department is reimbursed fully by the participating foreign customer for all salary, personnel benefits, and support costs covered by the sales agreements. The change between the FY 19TQ Plan and the FY 19TQ Actual reflects the Navy efforts to comply with the definition of this category.

Additionally, personnel reimbursed through the FMS administrative and accessorial surcharge are reflected in Central Support Command (300) and in Central Support Logistics (1,500).

e. Geophysical Activities

Navy Geophysical Activities Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	1.9	2.0	2.0	2.0
Reserve Components	0.3	0.2	0.3	-
<u>Civilian</u>	1.5	1.4	1.4	1.4

The Navy's geophysical effort includes the Naval Observatory under the Chief of Naval Operations and Oceanographic and Meteorological activities under the Oceanographer of the Navy. These activities employ professional meteorologists, oceanographers, geophysicists, mathematicians, engineers, and technical specialists, as well as a small headquarters staff.

The elimination of Selected Reserve manpower in FY 1978 reflects the transfer of personnel to the Individual Ready Reserve.

4. Mission Support Forces

Mission Support Forces consist of activities which are not organic to a specific kind of unit (e.g., squadron or ship) but directly support a group of complementary units that are dedicated to a common mission. The various categories of mission support forces consist of Reserve Components Support, Base Operating Support, Force Support Training, and Command.

a. Reserve Components Support

Navy Reserve Components Support Manpower (End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	7.9	7.2	8.4	7.7
Reserve Components	-	-	0.4	-
<u>Civilian</u>	3.1	3.0	3.0	2.9

Reserve Components Support consists of those active duty military personnel and civilians who are dedicated to the overall administration of reserve component units, facilities, training programs, and personnel. Active military manpower in reserve operational units is included in the Naval Forces or Tactical Air Forces categories according to the type of unit.

Navy active military manpower requirements increase by approximately 500 between FY 1977 and FY 1978 in this category. This increase is caused by a general growth in active requirements in support of the Navy Reserve program and base operations (+250) as well as a restructure of Naval Reserve field commands into a Reserve Readiness Command organization (+230). Concurrently, the Selected Reserve manpower increase (+400) results from establishment of the Navy Reserve Readiness Command. Personnel assigned to this command will augment other designated units upon mobilization.

The decrease in active and reserve military strength between FY 1977 and FY 1978 primarily reflects the overall reduction in the Navy Selected Reserve Program. The active military reduction associated with this decision (-900) is partially offset by various scheduled program adjustments (+200) resulting in a net reduction of 700.

b. Base Operating Support (Mission Support Forces)

Navy Base Operating Support (Mission Support Forces) Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	34.4	31.4	29.6	31.4
Reserve Components	12.0	11.9	8.6	-
<u>Civilian</u>	25.6	25.2	24.9	24.7

Navy personnel in this category provide technical, maintenance and administrative support needed to operate naval stations, naval air stations, and related operating force bases around the world. Staffing requirements are influenced by the number of bases, their mission, geographical location, type and size of forces support, tempo of operations, and specific services provided.

Navy active military strength in this category reflects a decline of approximately 4,800 between FY 1977 and FY 1978. The primary cause of this apparent decline results from the transfer of Fleet Maintenance Assistance Group manpower requirements to the General Purpose Forces category in FY 1977 (-2,900). Reductions in base support manpower contribute to an additional reduction of approximately 1,000 in strength requirements. An additional reduction of approximately 900 is due to accession smoothing in FY 1977. Although some of this shortfall can be expected to occur in other non-combat units outside of this category, the impact of this overall support manpower shortfall is likely to be heaviest in the area of direct fleet support bases included in this category. A reserve manpower reduction of approximately 3,400 also will occur during FY 1977-1978 as a result of revised mobilization requirements resulting from the Project Readiness study previously described. Affected units include Naval Stations, Advanced Base Functional Components, Naval Air Stations and Air Facilities, Submarine Bases and Support Facilities, and Amphibious Bases. The elimination of the Selected Reserve in FY 1978 reflects the transfer of Selected Reserve personnel to the Individual Ready Reserve. Other affected units include those augmenting Aviation Tank Farms, Fleet Post Offices, and Naval Aviation Support Facilities.

The 1,800 active military increase between FY 1977 and FY 1978 results primarily from a general increase in base support requirements associated with the overall expansion of combat force capability during this period. Approximately 900 additional strength is required to support expanded Sea Control and Projected Air Base operations (+600) and a concurrent increase in fleet support base operations (+300). These increases reflect expanded operational systems support and maintenance requirements associated with force and hardware changes.

The remaining 900 increase in FY 1978 reflects elimination of the FY 1977 shortfall due to accession smoothing.

The decrease in civilian manpower between FY 1977 and FY 1978 reflects the transfer of Public Works operations at North Island, California, from this category to Central Support Forces (Base Operating Support), general reductions, and productivity improvements.

c. Force Support Training

Navy Force Support Training Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	13.0	11.7	13.4	12.3
Reserve Components	0.4	0.4	1.0	-
<u>Civilian</u>	0.5	0.5	0.5	0.5

Force Support Training is conducted by units which provide training to or evaluation of organized crews and units in conjunction with the performance of a specific mission. Navy civilian support in this area consists primarily of maintenance and clerical support to Fleet Air Training Units.

The student pipeline programmed for Force Support Training is included in the Trainees and Students sub-category of the Individuals category.

Navy active military requirements increase by approximately 400 between FY 1977 and FY 1978 as a result of numerous increases in Reserve Air Group manpower requirements. The increase of 600 in Selected Reserve manpower requirements results from the Project Readiness mobilization study which provides for increased reserve augmentation requirements for the Fleet Aviation Specialized Operational Training Group, and various training units including nuclear weapons training. The elimination of Selected Reserve manpower in FY 1978 reflects the transfer of personnel to the Individual Ready Reserve. Other affected units include those augmenting the Fleet Training Groups, COMTRALANT AND COMTRAPAC.

The reduction of 1,100 active military Force Training manpower requirements between FY 1977 and FY 1978 parallels the overall reduction of Navy aircraft squadrons between these years and further reflects a reduction in the number of aircraft assigned to A-6 Tactical Air squadrons and Anti-Submarine Warfare helicopter squadrons.

d. Command (Mission Support Forces)

Navy Command (Mission Support Forces) Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	12.5	10.9	11.3	11.1
Reserve Components	7.5	7.4	5.5	-
<u>Civilian</u>	1.9	1.8	1.3	1.3

This category includes international and unified headquarters and support activities, Navy fleet management headquarters, fleet operating commands and related support staffs, and ceremonial and combat development activities.

Active military requirements in this category decline by approximately 1,200 from FY 19TQ to FY 1977 because of the transfer of cryptologic support manpower from this category to the Central Support Forces category in FY 1977. A decrease of about 2,000 Selected Reserve spaces also occurs during this same period as a result of revised augmentation requirements developed during the Project Readiness review. Affected units include the NATO Atlantic headquarters in Norfolk and Navy Atlantic and Pacific Fleet headquarters and various other subordinate fleet units. The elimination of Selected Reserve manpower in FY 1978 reflects transfer of personnel to the Individual Ready Reserve.

The decrease in civilian manpower between FY 19TQ and FY 1977 reflects general reductions to this category as well as the transfer of almost 400 spaces of the Fleet Combat Direction System Support Activity to Central Support Forces (Logistics).

5. Central Support Forces

Central Support Forces consist of those activities which are not easily associated with a single Navy mission, and are therefore centrally programmed and managed. The various categories of Central Support Forces consist of Base Operating Support, Medical, Personnel Support, Individual Support, Command, Logistics, and Federal Agency Support.

a. Base Operating Support (Central Support Forces)

Navy Base Operating Support (Central Support Forces) Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	2.8	2.6	2.7	2.7
Reserve Components	0.2	0.2	0.2	-
<u>Civilian</u>	20.6	25.9	26.2	24.2

Base Operating Support is composed of Public Works Centers Construction Battalion Centers, Commissaries, and other support activities.

No significant changes in active military or reserve manpower requirements occur in this category during the period FY 1977-1978. The elimination of Selected Reserve manpower in FY 1978 reflects the transfer of personnel to the Individual Ready Reserve. The civilian manpower change between the FY 1977 Plan and FY 1978 reflects the transfer from the Individual Training category of 5,900 spaces for training base operations and the transfer of Public Works Operations at North Island, California from Mission Support, Base Operations. The decrease in FY 1978 occurs due to several actions; a reduction of 324 spaces associated with the consolidation of helicopter pilot training under the Army; approximately 400 spaces associated with the reduction of a flight training base; and conversion of 1,200 Public Works Centers positions to contractor support. Also during FY 1977 and FY 1978, additional temporary positions of 122 and 168 respectively are required to convert 183 and 252 permanent positions to temporaries in Commissary retail sales.

b. Medical Support

The following table displays Medical Support manpower requirements.

Navy Medical Support Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	21.6	22.8	21.6	21.6
Reserve Components	1.4	1.4	1.2	-
<u>Civilian</u>	10.2	9.1	9.8	9.7

No significant changes in active military manpower requirements in the category of Medical Support occur during this period. The elimination of Selected Reserve manpower in FY 1978 reflects the transfer of personnel to the IRR. The civilian manpower decrease between FY 1977 and FY 1978 is primarily related to shore establishment realignments in the medical community (-300) and other minor reductions.

c. Personnel Support

Navy Personnel Support Manpower
(End Strength in Thousands)

	<u>FY 77</u>	<u>FY 78</u>	<u>FY TQ</u> (Plan)	<u>FY TQ</u> (Actual)
<u>Military</u>				
Active	7.4	7.4	7.1	6.9
Reserve Components	-	-	0.8	0.7
<u>Civilian</u>	1.8	2.0	2.9	1.8

The major components of this category are: Recruiting and Examining; Counterintelligence Activities; and Other Personnel Support.

An increase of approximately 300 active military manpower requirements occurs between FY 1977 and FY 1978 primarily as a result of the increased emphasis on recruiting and examining functions during this period. During the same period, Navy Selected Reserve manpower declines by approximately 400 as a result of revised augmentation requirements for Naval Investigative Service units. The elimination of Selected Reserve manpower in FY 1978 reflects transfer of these personnel to the IRR. Affected units are those augmenting the Naval Investigative Service Office.

The decrease in civilian manpower between the FY 1977 plan and FY 1978 is attributable to the transfer of the Navy Personnel Program Support Activity to the category of Central Support Forces (Command).

The small civilian increase in FY 1978 includes the transfer of 500 civilian spaces in Education and Development programs from Central Support Command and Logistics. These transfers were partially offset by transfer to Central Support Command of 300 spaces for the Navy Family Allowance Activity and the Navy Enlisted Personnel Management Center.

d. Individual Training

Navy Individual Training Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	36.6	32.4	34.2	32.3
Reserve Components	1.2	1.1	1.0	-
<u>Civilian</u>	14.1	7.8	8.0	7.6

The Individual Training manpower category is made up of manpower which conducts and supports designated individual training activities. Some manpower included in the Individual Training totals above is associated with functions which are unrelated to individual training per se as, for example, the printing and publication of service-wide examinations. Such manpower is included here when it is an organic part of the individual training activities.

Manpower in the Individual Training category conducts and supports training of students and trainees of the active Navy in both PCS and TAD (temporary duty) status and also Naval Reservists on active duty for training. The students and trainees in PCS status are carried in the Individuals category; those in TAD status are included in the categories of their parent commands.

Navy Individual Training active military manpower requirements are reduced by approximately 2,400 between FY 1977 and FY 1978. The primary reductions are associated with flight training (-1,100), specialized training (-900), and recruit training (-200). An additional reduction of about 100 spaces is the result of civilian substitution at the Naval Academy. A further decrease of approximately 1,900 from FY 1977 to FY 1978 is the result of the transfer of the undergraduate helicopter pilot training function to the Army (-1,400) and other flight training and support manpower reductions (-900). These reductions are partially offset by an increase of 400 spaces for the new Trident training facility.

In FY 1978 Selected Reserve manpower is transferred to the IRR.

The civilian manpower change between the FY 19TQ Plan and FY 19TQ Actual columns is due to the transfer of 5,900 spaces from Individual Training to Base Operating Support (Central Support Forces) in order to more accurately reflect the functions actually performed. The civilian decrease from FY 1977 to FY 1978 is the result of miscellaneous reductions in supporting manpower and reductions due to increased productivity.

Navy Individual Training manpower is further discussed in the Military Manpower Training Report for FY 1978.

e. Command (Central Support Forces)

Navy Command (Central Support Forces) Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	9.3	9.1	8.9	9.2
Reserve Components	2.4	2.3	3.0	-
<u>Civilian</u>	16.4	17.3	17.3	17.8

Navy manpower in Command (Central Support) consists primarily of Management Headquarters and Administrative Activities. Included are Navy military personnel assigned to the Office of the Secretary of Defense and Organization of the Joint Chiefs of Staff, and military and civilian personnel who staff the Navy Secretariat and Office of the Chief of Naval Operations. Other headquarters activities include the Naval Material Command Headquarters components, and headquarters of the Bureau of Medicine and Surgery, Bureau of Naval Personnel, and Chief of Naval Education and Training. Also in this category are a number of field support functions, such as the Navy Safety Center, Naval Support Activities, Finance Centers and Audit Service Offices, and the Naval Command Systems Support Activity. Military personnel assigned to ceremonial activities such as the Navy Band, USS Constitution, and Ceremonial Guard are also included.

The reduction between FY 19TQ and FY 1977 of approximately 400 manpower requirements included in this category primarily reflects consolidation of Naval District headquarters (-100), various departmental headquarters reductions (-100), reduction of proficiency flight training activity at NAF Washington (-100), and disestablishment of Bicentennial units (-100). The increase of 600 Selected Reserve requirements during the same period results from revised augmentation requirements resulting from the Project Readiness mobilization study. Affected units include flight training headquarters, Administrative Command, and Personnel Procurement Support units.

An increased active military requirement of approximately 300 arises as a result of headquarters staff increases in the Naval Material Command and System Command headquarters (+100); an increase in Office of the Chief of Naval Operations (+50); and various increases in personnel administration activities (+100).

The elimination of Selected Reserve manpower in FY 1978 reflects the transfer of Selected Reserve personnel to the IRR. Affected units include those augmenting NAVAIRSYSCOM, NAVELEXSYSCOM, NAVSEASYSYSCOM, NAVSUPSYSCOM, Naval Material Command, Flight Training Command Naval Air Stations, Chief of Naval Education and Training, Administrative Command Great Lakes, BUPERS, OPNAV, Personnel Mobilization Teams, Selective Service System, Legal Services Offices, Naval Internal Relation Activities, Office of Information, Public Affairs Centers, and the Hometown News Center.

The civilian increase in FY 1977 reflects the transfer of the Navy Personnel Program Support Activity to this category from Central Support Forces (Personnel Support) and the transfer of 300 Foreign Military Sales reimbursable personnel from Auxiliary Forces (Support to Other Nations). The civilian increase in FY 1978 includes the transfer of 200 Civilian Development Program spaces to the Personnel Support category; the transfer of 300 spaces for the Navy Family Allowance Activity and the Navy Enlisted Personnel Management Center from the Personnel Support category. In addition, provision has been made for end strength levels associated with the realignment of resources within the Naval Material Command to improve acquisition management (+468), and Navy efforts to improve the effectiveness of its ADP systems operations by establishment of the Naval Data Automation Command (+200), plus general reductions and productivity improvements.

f. Logistics

Navy Logistics Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	7.4	6.5	7.5	7.6
Reserve Components	6.1	5.7	6.3	-
<u>Civilian</u>	156.3	155.4	156.7	157.1

The following table summarizes FY 1977-1978 logistics manpower by type of logistics operations. The elimination of Selected Reserve manpower in FY 1978 reflects the transfer of personnel to the IRR. Affected units augment a multitude of supply, maintenance, and engineering activities.

Logistics Manpower by Type of Operation
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active				
Supply	1.4	1.2	1.5	1.6
Maintenance & Production	4.9	4.4	5.0	5.0
Logistics Support	1.0	0.9	1.0	1.0
Total	<u>7.4</u>	<u>6.5</u>	<u>7.5</u>	<u>7.6</u>
Reserve				
Supply	0.8	0.7	1.6	-
Maintenance & Production	3.3	3.1	3.2	-
Logistics Support	1.9	1.9	1.6	-
Total	<u>6.1</u>	<u>5.7</u>	<u>6.3</u>	<u>-</u>
<u>Civilian</u>				
Supply	21.3	22.1	21.7	22.1
Maintenance & Production	125.5	123.8	125.6	125.8
Logistics Support	9.5	9.5	9.4	9.2
Total	<u>156.3</u>	<u>155.4</u>	<u>156.7</u>	<u>157.1</u>

Note: Detail may not add to totals due to rounding.

1. Supply. The civilian change from FY 1977 to FY 1978 is related primarily to the transfer of Foreign Military Sales reimbursable administrative personnel from Auxiliary Forces (Support to Other Nations) into this category. In FY 1978 approximately 1,600 military and 22,100 civilians will be employed in supply depots, regional procurement offices, inventory control points, and contract administration offices, reflecting general program increases of 800 civilians. These increases are offset by the transfer of 300 civilian training spaces to Central Support Forces (Personnel Support) plus general reductions for productivity improvements.

2. Maintenance and Production.

- Naval Air Rework Facilities. The Air Rework Facilities perform depot level maintenance of aircraft and components, manufacture of critical nonavailable parts, and provide technical assistance to intermediate maintenance organizations. Staffing requirements are largely based on standard workload procedures for the types of jobs being performed. Aircraft and engine requirements are converted to man-hours by multiplying the number of units by negotiated program production norms. The applicable overhead hours associated with the direct

hour base are then added to derive the total productive hours required. Productive hours required are then converted to manyears. A total of 148 military and 23,400 civilian spaces are planned for end FY 1978 representing a decrease of 400 civilians from end FY 1977.

- Navy Avionics Facility. In FY 1978 eight military and 2,175 civilians will be employed at the Naval Avionics Facility, Indianapolis, Indiana (NAFI). NAFI is engaged in new developments, refining new productions and designs, and meeting fleet requirements as problems arise. The work situation at NAFI is one of continuous change. Jobs assigned to NAFI are usually placed there under emergency conditions, to be developed to the point where they may be placed in industry to satisfy Navy requirements. Tasks are not routinely assigned to NAFI on the basis of any "functional" relationship; they are placed there based upon a pressing need peculiar to the specific job and surrounding circumstances at the time of assignment. The FY 1977 program of 2,411 civilians is reduced in FY 1978 by 236 for productivity increases and reprogramming.

- Missile Facilities. The Polaris Missile Facility, Atlantic, and Strategic Weapons Facility, Pacific, which will employ 567 military personnel and 1,043 civilians in FY 1978, provide maintenance for the POLARIS/POSEIDON Fleet. The Strategic Weapons Facility, Pacific, which will also service the new TRIDENT Fleet, accounts for an increase of approximately 400 civilian positions by end FY 1978.

- Naval Shipyards. The Naval Shipyards, which will employ 839 military and 68,287 civilians in FY 1978, provide logistics support for assigned ships and service craft; perform authorized work in connection with construction, conversion, overhaul, repair, alteration, drydocking, and outfitting of ships and craft; and perform manufacturing, research, development and test work.

- The naval shipyard workload is determined and monitored on a three year cycle. Naval shipyard workload is developed from customer's budget dollars (including non-DoD customers) and is distributed to the naval and private shipyards in accordance with homeport policy, shipyard capabilities and employment potentials. Based on the projected ship workload average manyears of employment, end of fiscal year employment is determined for individual naval shipyards in terms of productive shop and support manpower requirements.

- Increases of 1,594 civilians in FY 1977 and 3,514 civilians in FY 1978 from the end FY 1976 level of 63,179 are associated with increases in Naval Shipyard workload in the Fleet Repair, Alteration and Conversion Programs. Improvement in the material condition of naval ships in future fiscal years is one of the priority programs of the Secretary of Defense. The increase in shipyard manpower is essential to accomplishing that objective as well as eliminating the backlog of ship overhaul deferrals by FY 1982.

- Ordnance Activities. In these activities civilian employment will decrease by 2,901 spaces to a level of 18,047 by end of FY 1978. A significant part of this decrease is due to the transfer of 2,334 spaces to the Army for the establishment of the Single Manager Assignment for Conventional Ammunition. Additional decreases of 567 spaces for property disposal and productivity increases account for the remainder. In FY 1978, active military manpower in this category totals 1,481 military personnel.

- Pacific Fleet Logistics. In FY 1978, 1,690 military and 9,987 civilians will be located at Ship Repair Facilities; Naval Magazines, and other logistics support activities in the Pacific basin. They will be engaged in ship repair, ordnance storage and handling, and other maintenance and supply functions. Despite the increase in employment planned for SRF, Guam to comply with Congressional intent, civilian employment will decline by 224 spaces in FY 1978 due to general reductions and productivity improvements.

- Naval Ship Engineering Center. The Naval Ship Engineering Center, which will employ approximately 79 military and 2,442 civilians in FY 1978, performs assigned engineering and material management functions for ship, system, equipment and material requirements in support of the Naval Sea Systems Command. An essentially level program is forecast.

- Inactive Ship Maintenance Facilities. The Inactive Ships Maintenance Facilities are dedicated to the upkeep, support, and preservation of the Navy's "mothball" fleet. There will be 258 military and 216 civilian positions assigned in FY 1978 to perform these functions.

3. Logistics Support Activities. In addition to Supply and Maintenance and Production activities, Logistics Support also includes 995 military and 8,200 civilians for FY 1978 in a variety of logistics and technical support activities. Included are the Navy Publications and Printing Service, technical and engineering support activities of the Naval Air, Sea, and Electronics Systems Commands. The

Fleet Combat Direction System Support Activity is transferred into this category from General Purpose Forces (Naval Forces) in FY 1977 which is offset by general support reductions in both FY 1977 and FY 1978.

g. Federal Agency Support

Navy Federal Agency Support Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	1.0	0.9	1.1	1.1
Civilian	-	*	*	*

*Fewer than 50 spaces.

Federal Agency Support includes naval military manpower assigned to other Federal Departments and independent agencies, normally on a reimbursable basis. It also includes civilian manpower provided to the National Science Foundation on a reimbursable basis.

There is no significant change in active military manpower during this period.

6. Individuals

To this point, this chapter has discussed force structure manpower for the five force categories. Requirements for nonstructure manpower are in the Individuals account. Navy has an established set of Individuals accounts so that the units of the force structure will be manned at their authorized strengths. The Individuals account consists of estimates of the numbers of transients, patients, prisoners, holdees, trainees, students, and Naval Academy midshipmen.

a. Transients

Navy Transient Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	26.0	25.6	26.7	23.9

Transient requirements are a function of the Permanent Change of Station (PCS) move program. Transient manpower spaces are provided to account for time consumed during PCS travel, which includes travel, leave enroute, and temporary duty enroute. Of these three

factors, approximately 75% of total transient time represents leave taken enroute between duty stations. Navy personnel are encouraged to use accrued leave during PCS moves to reduce non-available time at assigned activities.

The active military Transient manpower increase of about 700 between FY 19TQ and FY 1977 reflects adjustments to Navy's PCS move program. Similarly, the reduction of approximately 2,800 Transient requirements between FY 1977 and FY 1978 reflects changes in Navy's policy governing eligibility for administrative time off (proceed time) during PCS moves; anticipated improvements in Navy's manpower assignment system geared to reduce the total of required moves; and other adjustments to Navy PCS move requirements.

b. Patients, Prisoners, and Holdees

Navy Patients/Prisoners/Holdees Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	5.6	7.0	6.1	5.6

Patients manpower spaces are provided to offset lost time in units resulting from hospitalization for extended periods. (30 days for members assigned operating force units, 45 days for all others).

Prisoners manpower spaces are provided to offset lost time in units resulting from confinement in a military disciplinary facility in excess of 30 days.

Holdees manpower spaces are provided to accommodate personnel who are dropped from their assigned units and are awaiting administrative discharge or separation from active duty.

Active military manpower requirements associated with this category increases by approximately 500 between FY 19TQ and FY 1977. This increase occurs primarily in strength requirements associated with Holdees. Navy had underestimated the strength totals required in the FY 19TQ plan to cover personnel Holdees by approximately 500. Reprogramming has been effected to cover these requirements in FY 1977. The reduction of 500 between FY 1977 and FY 1978 reflects an anticipated improvement in quality of recruit accessions resulting in a lower prisoner requirement in FY 1978.

c. Trainees, Students, and Midshipmen

Navy Trainee/Student/Midshipmen Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active				
Trainees/Students	58.0	68.4	56.7	61.3
Midshipmen	4.4	4.4	4.4	4.4
Total	62.4	72.8	61.1	65.7
Reserve Components				
Trainees/Students	0.9	0.5	0.7	0.9

Trainees, students, and midshipmen manpower spaces represent present investment for future trained individuals. Trainees are individuals undergoing basic military training and initial skill training. Students are individuals undergoing specialized, flight, and professional training. Midshipmen are individuals attending the United States Naval Academy. The number of trainee and student spaces is a function of enlistment patterns, course lengths, and training plans. A comprehensive discussion of the determination of trainee and student loads is included in the Military Manpower Training Report.

The FY 1977 Defense Manpower Requirements Report discussed in some detail Navy's problems associated with underprogramming of the Student/Trainee account. As a result of an intensive management review undertaken at that time, Navy determined that this account was seriously underprogrammed. Estimates of FY 1976 underprogramming indicated a shortage of roughly 15,500 billets to support documented training requirements.

Remedial efforts were initiated by Navy to reduce this shortfall to approximately 5,800 billets in FY 1977 and to effect full programming in FY 1978. These manpower measures were undertaken at the expense of hardware and other personnel programs in competition for limited Navy resources in view of the direct impact on fleet manning when insufficient strength is programmed in the Individuals accounts. These measures have received the full support of Navy and DoD manpower officials. Actual training requirements are expected to decline between FY 1977 and FY 1978 as a result of the lower accession level required in FY 1978.

E. FY 1979 Navy Manpower Requirements

1. Navy Manpower Requirements

The following table displays total Navy manpower requirements for FY 1979 compared to FY 1978.

Navy Manpower Requirements
(End Strength in Thousands)

	Active Military		Reserve Components		Civilian	
	FY 78	FY 79	FY 78	FY 79	FY 78	FY 79
<u>Strategic Forces</u>	21.3	22.2	0.2	0.2	2.4	2.9
Strategic Offensive	19.5	20.5	0.1	0.1	1.9	2.5
Strategic Defensive	-	-	-	-	-	-
Strategic Control & Surveillance	1.8	1.7	0.1	0.1	0.4	0.4
<u>General Purpose Forces</u>	245.1	252.0	50.9	50.9	5.7	5.7
Land Forces	3.0	3.0	3.7	3.7	-	-
Tactical Air Forces	64.0	65.1	4.1	4.1	-	-
Naval Forces	177.9	183.6	41.7	41.7	0.6	0.6
Mobility Forces	0.3	0.3	1.4	1.4	5.1	5.1
<u>Auxiliary Forces</u>	29.0	27.5	-	-	41.7	41.7
Intelligence	9.2	9.1	-	-	1.8	1.8
Centrally Managed Communications	10.1	8.7	-	-	3.5	3.4
Research & Development	6.7	6.6	-	-	34.6	34.6
Support to Other Nations	1.0	1.0	-	-	0.5	0.5
Geophysical Activities	2.0	2.0	-	-	1.4	1.4
<u>Mission Support Forces</u>	62.4	62.3	-	-	29.4	29.4
Reserve Components Support	7.7	7.7	-	-	2.9	2.9
Base Operating Support	31.4	31.6	-	-	24.7	24.7
Force Support Training	12.3	11.9	-	-	0.5	0.5
Command	11.1	11.2	-	-	1.3	1.3
<u>Central Support Forces</u>	81.9	82.1	-	-	218.4	221.3
Base Operating Support	2.7	2.7	-	-	24.2	24.2
Medical Support	21.6	21.7	-	-	9.7	9.7
Personnel Support	7.4	7.4	-	-	2.0	2.0
Individual Training	32.3	32.6	-	-	7.6	7.6
Command	9.2	8.9	-	-	17.8	17.6
Logistics	7.6	7.7	-	-	157.1	160.3
Federal Agency Support	1.1	1.1	-	-	*	*
<u>Subtotal-Force Structure Allowance</u>	439.8	446.1	51.1	51.1	297.6	301.0
<u>Individuals</u>	95.2	91.3	0.9	0.9	-	-
Transients	23.9	22.2	-	-	-	-
Patients, Prisoners & Holdees	5.6	5.1	-	-	-	-
Trainees & Students	61.3	59.7	0.9	0.9	-	-
Cadets	4.4	4.4	-	-	-	-
<u>Total</u>	535.0	537.5	52.0	52.0	297.6	301.0

Note: Detail may not add to totals due to rounding.

*Fewer than 50 spaces.

2. Changes from FY 1978 Request

a. Overall. Active military strength is scheduled to increase by 2,500 between FY 1978 and FY 1979. This relatively small increase masks a substantial improvement being projected in the proportion of overall FY 1979 end strength represented by Navy combat manpower. Navy's combat manpower (included in Strategic Forces and General Purpose Forces) increases by 7,800 in FY 1979 while support manpower declines by 1,500 and Individuals manpower by 3,800.

b. Strategic Forces. Strategic Forces strength will increase by 900 between FY 1978 and FY 1979. Return of several SSBN's from overhaul causes 200 of this increase while TRIDENT submarine manning and pre-commissioning crews, as well as a general growth in TRIDENT shore support facilities in Bangor, Washington, will increase by 700.

c. General Purpose Forces. The increase of 6,900 in General Purpose Forces manpower reflects a significant improvement in Navy conventional warfare forces in FY 1979. This manpower increase reflects the results of fleet modernization efforts which sees active fleet size rising to 474 ships in FY 1979. This increase marks the end of the long continuing decline in fleet size commencing during the Vietnam era with 976 active ships in commission in FY 1968 to a low of 462 in FY 1978.

d. Auxiliary Forces. Manpower requirements in this category will decrease by approximately 1,500. Numerous reductions in overseas Navy Communication Stations and radio transmitter and receiver facilities are being projected.

e. Mission Support Forces. A slight decrease in Mission Support Forces manpower is projected with a reduction of approximately 400 in Force Support Training being partially offset by an increase of 200 in Base Operating Support requirements.

f. Central Support Forces. Central Support Forces manpower is scheduled to increase by 200 between FY 1978 and FY 1979. Minor increases in manpower associated with Medical Support, Individual Training, and Logistics requirements totally approximately 500 are largely offset by a projected reduction of 300 requirements associated with Command manpower.

g. Individuals. Manpower requirements associated with this category in FY 1979 are scheduled to decline by 3,800. Trainee and Student manpower reductions of 1,600 primarily reflect the lower recruit accession level projected in FY 1979. The Transient reduction of 1,700 reflects anticipated improvements in Navy's manpower assignment system. The 500 reduction in Patients, Prisoners, and Holders is based upon projected reductions in Prisoner strength requirements in light of improvements in the quality of recruit accessions.

CHAPTER XII

MARINE CORPS MANPOWER REQUIREMENTS

A. Introduction

1. Summary and Highlights

The National Security Act of 1947, as amended, provides that the Marine Corps will consist of "...not less than three combat divisions and three air wings, and such other land combat, aviation, and other services as may be organic therein...organized, trained, and equipped to provide Fleet Marine Forces of combined arms...for service with the fleet..."

The Marine Corps provides forces for contingency missions in support of the national strategy and objectives. In addition, the Marine Corps is also charged by law to provide security for naval installations and to furnish guards for US embassies abroad.

While the minimum structure of the active Marine Corps is specified in law, the manpower strength is not. The Marine Corps estimates that the manpower required to man the active Marine Corps to perform its assigned missions at what it considers an appropriate peacetime level totals 212,000 military and 21,000 direct and indirect hire civilians. The manpower levels being requested for Fiscal Years 1978 and 1979 are shown in the following table.

Marine Corps Manpower Requirement
(End Strength in Thousands)

	<u>FY 78</u>	<u>FY 79</u>
Active Military	192.0	194.6
Marine Corps Reserve	33.1	34.4
Civilian Personnel	19.9	20.0

At the end of FY 1976 Marine Corps active military strength had declined to approximately 192,000 due to the early discharge of a large number of marginal and substandard performers. The end FY 1977 strength of 192,000 was set as realistically attainable within desired manpower quality standards. The Marine Corps has decided to extend this 192,000 end strength temporarily through FY 1978 in order to assure continued improvement in quality. A modest increase in strength to 194,600 is being programmed for FY 1979. These strength decisions have been based on projections of the Corps' ability to recruit and retain high quality individuals who will meet the standards of discipline and professionalism which are necessary for an effective Marine Corps.

In the process of accommodating the force structure to the requested manpower strengths, certain units will be manned at less than 100% of wartime requirements, and selected units are reduced to zero

manning. Unmanned units are not eliminated from the total force structure requirements, and these units would be activated and manned in a time of emergency.

The Marine Corps Reserve provides the initial and primary source of trained units and qualified individuals for augmentation of the active forces when national security requires additional capability beyond that available in the regular component.

2. Force Structure Changes

The Marine Corps has accommodated the reduced strength of 192,000 by a number of actions. Unmanned infantry and reconnaissance units will not be returned to the manned structure in FY 1977 as previously planned. The re-establishment of an Infantry Training School will also be delayed. Several Marine barracks which perform non-nuclear related security functions are being consolidated or closed. Manning levels of selected ground and aviation combat units and activities were reduced temporarily throughout the Marine Corps.

Because the Marine Corps expects to end FY 1977 at a higher strength than at the end of FY 1976, it has programmed additional manpower into its combat forces in FY 1978, continuing to upgrade the capability of its Fleet Marine Forces - both active and reserve. The temporary manning level reductions of FY 1977 will be restored. Armor and anti-armor capabilities of the ground combat forces will be further enhanced by increasing anti-armor missile and tank densities. The consolidation of combat service support units into Force Service Support Groups will continue to improve logistical support provided to the Fleet Marine Forces.

3. Manpower Requirements Determination

The process of determining the requirement for manpower starts with the establishment of the structure of the Marine infantry battalion, the smallest ground element which can be deployed independently for sustained combat operations. Designing the infantry battalion involves research, field tests, equipment experiments, and war games using manual and computer simulation. Using a building block approach, alternative organizations are developed and tested to determine the best organization and size for the battalion.

Once the infantry battalion has been established, the number and type of other combat and support units to form the Marine division are determined. The objective is to provide an integrated combined-arms organization, including infantry, artillery, reconnaissance, command and control, and combat support capability.

The Force Troops and Force Service Support Groups of the Fleet Marine Forces are designed to provide the essential specialized units which are needed to augment and support a combat force as required for a particular mission.

Manpower requirements for aviation units are established by considering the size, kind, and number of aircraft squadrons to provide adequate support for the ground forces. Computer simulated war games, past historical data, and military judgement are the basis for estimates of the daily sorties required for the support of an infantry battalion by each kind of aircraft in a Marine Aircraft Wing. A comparison of required sorties with the sortie capability for that particular aircraft generates the required number of each type of aircraft. The crew ratio (pilots per aircraft in wartime) and the direct maintenance and ordnance support factors establish the manpower required to fly and maintain each aircraft. Consideration of the desirable span of control, the geographic distribution of forces, and available assets establishes the number of aircraft to be assigned to each squadron. The number of aircraft per squadron provides the basis for establishing the additional command and control and support manpower in each squadron.

Determination of manpower required for supporting activities is more complex than for the combat forces because of the great variety of activities -- many of them unique -- that exist. The determination process for the support is described in the appropriate DPPC category in Section C of this chapter.

B. Significant Trends

1. Management Initiatives

The Marine Corps is striving to improve readiness of its combat units and reduce personnel turbulence. A new concept of unit deployment to satisfy overseas operational commitments will be tested in FY 1978. Under this concept, one Battalion Landing Team and helicopter squadron from the 1st Marine Brigade in Hawaii will be deployed as the afloat Marine Amphibious Unit in the Western Pacific. A fixed wing aircraft squadron from Hawaii will also be used to meet Marine Corps force requirements in the Far East. By these actions, Marines assigned to three-year tours of duty in Hawaii will serve six month deployment periods, reducing the number of personnel assigned to one year dependent restricted tours from CONUS. This will reduce the requirement for individual replacements in the Western Pacific and reduce turbulence throughout the Marine Corps.

2. Military Manpower

a. Enlisted. The Marine Corps end-FY 1976 enlisted strength was 4,000 short of the programmed level of approximately 177,500 enlisted personnel. This shortfall is attributed to quality improvement initiatives taken early in the fiscal year, which resulted in a significant increase in the number of marginal performers discharged and a corresponding increase in total losses experienced in FY 1976. Marine Corps enlisted strength remained below the level programmed for FY 1976.

The Marine Corps is continuing to strive to upgrade the quality of enlisted personnel in its ranks. Attainment of a high school diploma is the best overall indicator identified to date of the quality of recruit it seeks. The programmed improvements in quality shown in the table below are essential if the Corps is to continue to improve retention and training efficiency, maintain combat readiness, and return to a strength of 177,500 enlisted personnel.

Active Marine Corps Recruit Quality

	<u>FY 76</u> <u>Actual</u>	<u>FY TQ</u> <u>Actual</u>	<u>FY 77</u> <u>Goal</u>	<u>FY 78</u> <u>Goal</u>
High School Graduates (or equivalent) as % of non-prior service accessions	69.3%	77.7%	75%	75%

The Marine Corps was successful in meeting its active recruiting goal for FY 1976 in terms of both quantity and quality, however, a 643 recruiting shortfall occurred in FY 1977. The overall enlisted strength shortfall in these periods was due primarily to increased losses as marginal performers were discharged.

Active Marine Corps Enlisted Recruiting Goals

	<u>FY 76</u>	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Plan	50,260	14,870	49,484	46,284
Actual	51,722	14,076	-	-

In FY 1976 all enlistments were for three years or more, and 70% of enlistments were for four years or more. This mix of enlistment contracts will be continued through FY 1978.

The Marine Corps has developed a recruiting program designed to achieve its quality and quantity requirements. Recognizing that the success of its recruiting program depends on a large part on the efforts of the recruiting force, the Marine Corps has programmed an increase of 255 recruiters in FY 1977 and an additional 112 in FY 1978. This increase of 367 personnel will restore the Marine Corps recruiting force to its FY 1975 strength. FY 1975 was the last year in which quantity, quality, and contract objectives were met.

Programmed recruiting goals for the Marine Corps Reserve are as follows:

Marine Corps Reserve Enlisted Recruiting Goals
(Non-Prior Service)

	<u>FY 76</u>	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Plan	7,346	2,060	8,200	8,000
Actual	7,005	2,325	-	-

Quality goals for the Marine Corps Reserve are the same as for the active force.

b. Officer. Active officer procurement objectives are shown in the following table:

Active Marine Corps Officer Procurement Goals

	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
Plan	2,175	323	2,100
Actual	2,193	462	-

Officer strength is being maintained at 18,500. This permits retention of the most promising officers, maintains a normal promotion flow, provides the necessary leadership for combat forces and training programs, and supports a rapid expansion requirement in time of emergency. The Marine Corps continues to have the highest enlisted-to-officer ratio and the lowest average officer grade in the Department of Defense. General officers will be reduced by two from the FY 1976 level by end FY 1978, leaving the Marine Corps with 67. The number of colonels will be reduced by 16 in the FY 1977-FY 1978 timeframe.

Officer input into the Marine Corps Reserve comes from officers who have completed their initial obligated service of three years or more.

3. Marine Corps Reserve

Upon full mobilization, the Marine Corps Reserve provides units to augment the active force structure, provides trained individuals to bring active and reserve units to wartime strength, and provides combat replacements for committed Marine Amphibious Forces. The Marine Corps Selected Reserve is organized into the 4th Marine Division, 4th Marine Aircraft Wing, and appropriate combat support and combat service support elements to make up a division/wing team. The organizational structure of the reserve division and aircraft wing are established to complement the active forces upon mobilization.

The manning of units in the Marine Corps Selected Reserve structure is determined in part by fiscal constraints and manpower availability. Certain units in the structure are left unmanned during peacetime because the nature of the unit's mission makes it undesirable or ineffective to train on a drill basis, e.g., searchlight units, graves registration units.

The wartime strength of the 4th Division and Aircraft Wing is about 42,000 Marines. This will be filled by 29,000 Selected Reservists, 4,000 support personnel on active duty, and 9,000 Individual Ready Reservists.

The Individual Ready Reserve (IRR) is a pool of pretrained individuals recently released from active duty. The average Individual

Ready Reservist has spent more than 3.5 years on active duty and is relatively well-trained. A limited number of members of the IRR who have critical skills are given refresher training annually with active units. The strength of the IRR will decrease as fewer enlisted personnel leave active duty. Therefore, IRR strengths may be insufficient in future years to fill shortages in the active and Selected Reserve structure. The current IRR strength is 50,200; it is anticipated that this strength could decline to approximately 47,000 by the end of FY 1978.

The Standby Reserve presently provides additional manpower to augment active structure and Selected Reserve manpower in a national emergency declared by Congress. The majority of personnel in the Marine Corps Standby Reserve are former active duty members in their sixth year of obligated service. If mobilized, Standby Reservists would require refresher training.

The Retired Reserve may be called to active duty by the Secretary of the Navy when other categories of reserves are insufficient in either numbers, grades, or skills to meet full mobilization requirements. Dependent upon the time elapsed from last active duty, members of the Retired Reserves may need individual refresher training if mobilized.

4. Civilian Manpower

The Marine Corps utilizes civilians to meet the manpower requirements of supporting activities to the maximum extent practicable consistent with the need to use military personnel by reason of law, security, discipline, rotation, and operational readiness.

C. Marine Corps Manpower Requirements by Defense Planning and Programming Category

The following tables display by DPPC Marine Corps manpower requirements for the period FY 1976 to FY 1979. This section describes the significant features of the FY 1977-FY 1978 program. The FY 1979 program is described in Section D of this chapter.

MARINE CORPS ACTIVE MILITARY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	<u>FY 76</u> <u>Actual</u>	<u>FY 77</u> <u>Actual</u>	<u>FY 78</u> <u>Budget</u>	<u>FY 79</u> <u>Auth.</u>
<u>Strategic Forces</u>	*	*	*	*
Strategic Offensive	-	-	-	-
Strategic Defensive	-	-	-	-
Strategic Control & Surveillance	*	*	*	*
<u>General Purpose Forces</u>	<u>108.3</u>	<u>105.1</u>	<u>108.0</u>	<u>110.1</u>
Land Forces	80.0	80.0	79.8	80.3
Tactical Air Forces	27.8	24.6	27.7	29.3
Naval Forces	0.5	0.5	0.5	0.5
Mobility Forces	-	-	-	-
<u>Auxiliary Forces</u>	<u>1.8</u>	<u>1.8</u>	<u>1.9</u>	<u>1.6</u>
Intelligence	1.1	1.0	1.0	0.7
Centrally Managed Communications	*	*	*	*
Research & Development	0.7	0.7	0.8	0.8
Support to Other Nations	*	-	-	-
Geophysical Activities	*	*	*	*
<u>Mission Support Forces</u>	<u>21.4</u>	<u>22.5</u>	<u>19.7</u>	<u>19.6</u>
Reserve Components Support	0.4	0.3	0.3	0.3
Base Operating Support	17.3	18.0	15.6	15.6
Force Support Training	2.3	2.8	2.5	2.4
Command	1.5	1.4	1.3	1.3
<u>Central Support Forces</u>	<u>22.8</u>	<u>22.8</u>	<u>22.6</u>	<u>22.6</u>
Base Operating Support	4.9	4.4	4.4	4.4
Medical Support	-	-	-	-
Personnel Support	3.5	3.9	4.1	4.1
Individual Training	8.3	8.7	8.3	8.3
Command	4.1	3.8	3.6	3.6
Logistics	0.8	0.8	0.9	0.9
Federal Agency Support	1.2	1.3	1.3	1.3
<u>Subtotal-Force Structure Allowance</u>	<u>154.3</u>	<u>152.2</u>	<u>152.2</u>	<u>153.9</u>
<u>Individuals</u>	<u>37.9</u>	<u>37.5</u>	<u>39.8</u>	<u>38.0</u>
Transients	12.0	9.6	8.7	8.5
Patients, Prisoners & Holders	2.6	2.5	4.2	4.2
Trainees & Students	23.3	25.3	26.9	25.3
Cadets	-	-	-	-
<u>Total</u>	<u>192.3</u>	<u>189.8</u>	<u>192.0</u>	<u>192.0</u>

Note: Detail may not add to totals due to rounding.

*Fewer than 50 spaces.

MARINE CORPS SELECTED RESERVE MANPOWER REQUIREMENTS
(End Paid-Drill Strength in Thousands)

	<u>FY 76</u> <u>Actual</u>	<u>FY TQ</u>	<u>FY 77</u> <u>FY 78 Budget</u>	<u>FY 78</u> <u>Budget</u>	<u>FY 79</u> <u>Auth.</u>
<u>Strategic Forces</u>	-	-	-	-	-
Strategic Offensive					
Strategic Defensive					
Strategic Control & Surveillance					
<u>General Purpose Forces</u>	<u>26.8</u>	<u>26.1</u>	<u>29.0</u>	<u>30.1</u>	<u>31.5</u>
Land Forces	19.8	18.9	21.0	21.8	22.8
Tactical Air Forces	7.0	7.2	8.0	8.3	8.7
Naval Forces	-	-	-	-	-
Mobility Forces	-	-	-	-	-
<u>Auxiliary Forces</u>	-	-	-	-	-
Intelligence					
Centrally Managed Communications					
Research & Development					
Support to Other Nations					
Geophysical Activities					
<u>Mission Support Forces</u>	-	-	-	-	-
Reserve Components Support					
Base Operating Support					
Force Support Training					
Command					
<u>Central Support Forces</u>	-	-	-	-	-
Base Operating Support					
Medical Support					
Personnel Support					
Individual Training					
Command					
Logistics					
Federal Agency Support					
<u>Subtotal-Force Structure Allowance</u>	<u>26.8</u>	<u>26.1</u>	<u>29.0</u>	<u>30.1</u>	<u>31.5</u>
<u>Individuals</u>	<u>2.8</u>	<u>3.2</u>	<u>3.3</u>	<u>3.0</u>	<u>2.9</u>
Transients	-	-	-	-	-
Patients, Prisoners & Holdees	-	-	-	-	-
Trainees & Students	2.8	3.2	3.3	3.0	2.9
Cadets	-	-	-	-	-
<u>Total</u>	<u>29.6</u>	<u>29.3</u>	<u>32.2</u>	<u>33.1</u>	<u>34.4</u>

Note: Detail may not add to totals due to rounding.

MARINE CORPS CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	<u>FY 76</u> <u>Actual</u>	<u>FY 77</u> <u>Actual</u>	<u>FY 78</u> <u>Budget</u>	<u>FY 79</u> <u>Auth.</u>
<u>Strategic Forces</u>	-	-	-	-
Strategic Offensive	-	-	-	-
Strategic Defensive	-	-	-	-
Strategic Control & Surveillance	-	-	-	-
<u>General Purpose Forces</u>	-	-	-	-
Land Forces	-	-	-	-
Tactical Air Forces	-	-	-	-
Naval Forces	-	-	-	-
Mobility Forces	-	-	-	-
<u>Auxiliary Forces</u>	-	-	-	-
Intelligence	-	-	-	-
Centrally Managed Communications	-	-	-	-
Research & Development	-	-	-	-
Support to Other Nations	-	-	-	-
Geophysical Activities	-	-	-	-
<u>Mission Support Forces</u>	9.7	10.1	10.6	10.5
Reserve Components Support	0.1	0.1	0.1	0.1
Base Operating Support	9.7	10.0	10.5	10.4
Force Support Training	-	-	-	-
Command	-	-	-	-
<u>Central Support Forces</u>	9.2	9.2	9.5	9.5
Base Operating Support	4.3	4.4	4.4	4.4
Medical Support	-	-	-	-
Personnel Support	0.1	0.1	0.1	0.1
Individual Training	0.3	0.3	0.3	0.3
Command	2.0	1.9	2.0	1.9
Logistics	2.6	2.6	2.7	2.8
Federal Agency Support	-	-	-	-
<u>Total</u>	<u>19.0</u>	<u>19.3</u>	<u>20.1</u>	<u>20.0</u>

Note: Detail may not add to totals due to rounding.

1. General Purpose Forces

Marine Corps General Purpose Forces include Land Forces, Tactical Air Forces, and Naval Forces. Over 110,000 Marines (57% of the Corps) will be in General Purpose Forces in FY 1978. General Purpose Forces units are all deployable and intended to operate in the combat theater. Only military personnel are included in these units. The following kinds of units are found in Marine General Purpose Forces:

a. Land Forces

- Marine Divisions
- Force Troops
- Force Service Support Groups
- Helicopter/Observation/Missile Units of Aircraft Wing

b. Tactical Air Forces

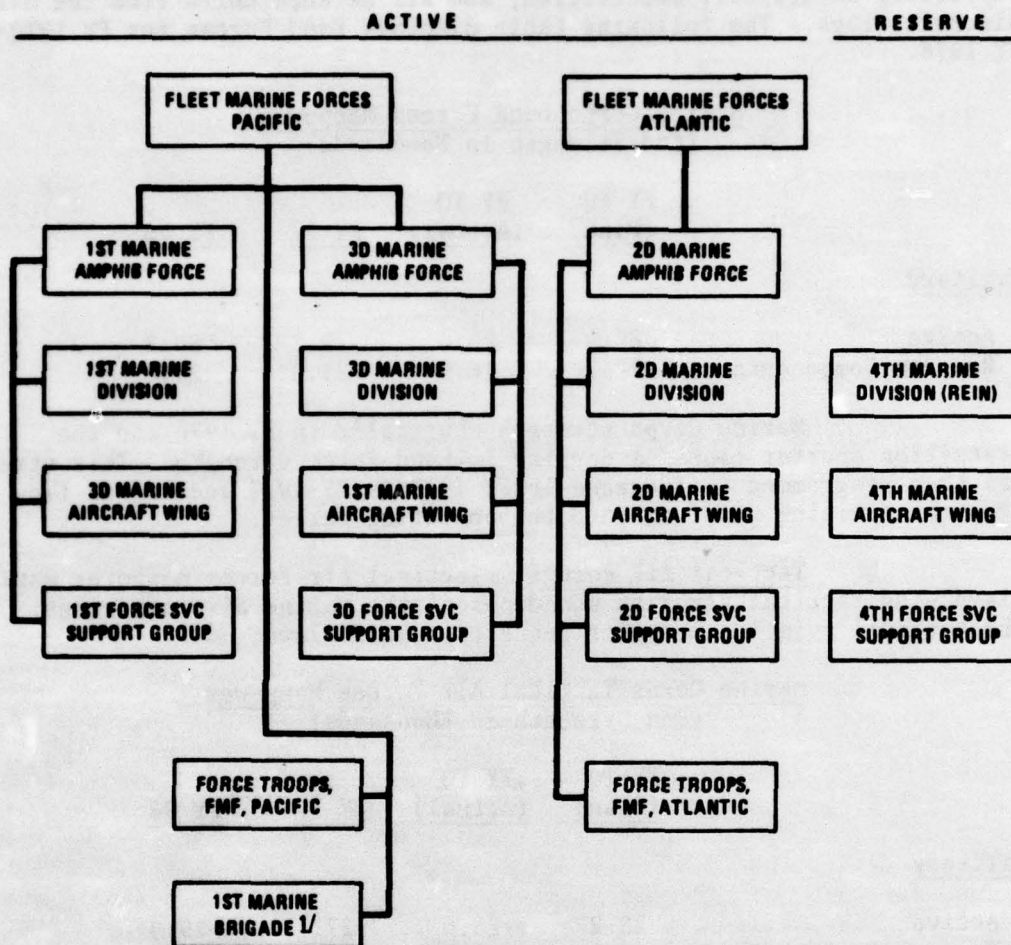
- Fighter/Attack Units of an Air Wing
- Aircraft Carrier Security Detachments
- Aerial Refuel Units

c. Naval Forces

- Ships Security Detachments

The Fleet Marine Forces provide the ground and aviation elements of three active combined arms units called Marine Amphibious Forces (MAF), each of which consists of a Marine division, a Marine aircraft wing, and selected combat support and combat service support units. At programmed active and reserve strength, the Marine Corps will have sufficient trained personnel to commit two Marine Amphibious Forces immediately to major combat operations, such as amphibious assaults or forcible entry against well-defended positions. Elements of the third MAF could be used as reinforcement to provide assistance to allies or in a sub-theater operation, but would require some buildup before being ready for a major combat operation. A fourth division/wing team from the Marine Corps Reserve would have to be mobilized, manned at wartime strength, and trained briefly before being ready for a major combat operation. The organization of the Fleet Marine Forces is depicted in the following diagram:

THE FLEET MARINE FORCES



1/ COMPOSED OF UNITS FROM 3D MARINE DIVISION, 1ST MARINE AIRCRAFT WING, FORCE TROOPS FMF PACIFIC, AND 3D FORCE SERVICE SUPPORT GROUP.

The Fleet Marine Forces are ready and mobile General Purpose Forces, capable of conducting amphibious operations and land based combat operations. Fleet Marine Forces are organized into balanced combined arms teams called Marine Air-Ground Task Forces.

The Marine Corps Reserve is organized into a Division/Wing Team of a 4th Marine Division, 4th Marine Aircraft Wing and appropriate combat support and combat service support elements. With the exception of those reserve personnel undergoing initial active duty for training, the entire Marine Corps Reserve contributes to General Purpose Forces.

a. Land Forces. Land Forces include the four Marine Divisions, their supporting Force Troops, Force Service Support Groups, and supporting helicopter, observation, and air defense units from the Marine aircraft wings. The following table displays Land Forces for FY 19TQ-FY 1978.

Marine Corps Land Forces Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	80.9	80.0	79.8	80.3
Reserve Components	22.7	18.9	21.0	21.8

Marine Corps strength shortfalls in FY 1976 and the transition quarter caused a decline in Land Force strength. This strength has been programmed to increase in FY 1978 as FY 1977 accessions flow from the training pipeline into the operating forces.

b. Tactical Air Forces. Tactical Air Forces manpower mans the fixed wing tactical aircraft squadrons of the Marine aircraft wings. The tactical aviation manpower request is as follows:

Marine Corps Tactical Air Forces Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	28.2	24.6	27.7	29.3
Reserve Components	8.0	7.2	8.0	8.3

Tactical Air Forces manpower ended FY 19TQ under programmed strength, primarily as a result of the difficulties experienced during FY 1975 in recruiting sufficient individuals qualified to undergo technical training for aviation skills. As a result of this quality deficiency, the number of Marines completing aviation technical training and subsequently available for assignment to tactical aviation units was less than needed during FY 19TQ. This category also was affected by the overall Marine Corps strength shortfall at end FY 1976 and FY 19TQ.

The successful quality recruiting effort of FY 1976 has provided an aviation technical training flow necessary to improve tactical aviation force manning in FY 1977. Additional strength has been programmed for this category in FY 1978 based on projections of continued improvements in aviation training output.

The active manpower program for FY 1978 will support 30 tactical squadrons, allow adequate manning of the air control units needed for airspace management over an amphibious operating area, man intermediate level aircraft maintenance activities, and provide expeditionary base operating support. It also includes Marine detachments on aircraft carriers. One active Marine aircraft wing will be deployed on each coast of the United States, and one will be deployed in the Far East. Selected fixed wing squadrons will also be deployed on Navy carriers.

The reserve manpower program will support eight tactical squadrons with appropriate air control, maintenance, and expeditionary support.

c. Naval Forces. The Marine Corps program for support of Naval Forces include ships detachments (except those on aircraft carriers) and security detachments aboard submarine tenders. Detachments aboard aircraft carriers are included in Tactical Air Forces. The Marine Corps furnishes Naval Forces in accordance with a traditional mission, confirmed by law, to provide security on major Navy vessels, both at sea and in port. The following table shows a constant strength through the period.

Marine Corps Naval Forces Manpower
(End Strength in Thousands)

	<u>FY 70</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	0.5	0.5	0.5

2. Auxiliary Forces

The Marine Corps program for active military manpower in the Auxiliary Forces category totals only 1,600 military personnel, most of whom are in either Intelligence or Research and Development.

a. Intelligence. The manpower in the Intelligence category is used primarily to assist the Navy in manning and providing security for cryptologic facilities. The manpower program also provides for a small number of personnel (less than 50) who provide Marine Corps representation at Naval intelligence centers. The following table displays Marine Intelligence manpower.

Marine Corps Intelligence Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	1.1	1.0	1.0	0.7

The Marine Corps contribution to the Intelligence function represents an effort to use cryptologic personnel in peacetime in a manner which will allow them to receive valuable training and experience through work in their occupational specialty. Under wartime conditions approximately one-third of these Marines would be returned to duty with the Fleet Marine Forces, remaining in the same type of billet, but contributing directly to the support of a deployed Marine amphibious force. A reduction of 300 personnel in this category is programmed for FY 1978, when the Marine Corps will no longer be required to provide security for National Security Agency facilities.

b. Research and Development. Marine Corps participation in Research and Development activities is small and remains essentially constant throughout the period.

Marine Corps Research and Development Manpower
(End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	0.8	0.7	0.8	0.8

Most of the Marines who perform this function are assigned to the Development Center of the Marine Corps Development and Education Command. The Development Center is located principally at the Marine Corps Base, Quantico, Virginia. A significant subordinate organization of the Development Center, the Marine Corps Tactical Systems Support Activity (MCTSSA), is a tenant activity at the Marine Corps Base, Camp Pendleton, California. Marine Corps research and development efforts include the development of organization, doctrine, tactics, techniques, equipment, and weapons for employment by the Fleet Marine Forces. Primary emphasis is placed on efforts in support of the landing force in amphibious operations. All development activity is closely coordinated with the other Services to avoid duplication and undesirable redundancy. These Marines conduct studies which identify required operational capabilities in view of threats and operational deficiencies, manage materiel development projects designed to satisfy requirements, and conduct and coordinate developmental and operational test and

evaluation of all systems intended for procurement and deployment. Additionally, they review and revise Marine Corps doctrinal publications. Some Marines are also assigned in a liaison capacity to developmental activities of the other Services.

c. Other Auxiliary Forces. In FY 1978 fewer than 50 Marines are in each of the remaining Auxiliary Forces categories. The Marines in the Centrally Managed Communications category support the Military Affiliate Radio System and the Defense Communication Agency. The Marines in the Geophysical Activities category are assigned to the Defense Mapping Agency as instructors in schools attended by Marines.

3. Mission Support Forces

a. Reserve Components Support. This program includes manpower for the six district headquarters which provide administrative management for the Marine Corps Reserve. Marines directly supporting a specific unit, such as Inspector and Instructor staff personnel, are reflected in the DPPC of the supported unit.

Marine Corps Reserve Component Support Manpower (End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	0.5	0.3	0.3	0.3
<u>Civilian</u>	0.1	0.1	0.1	0.1

b. Base Operating Support (Mission Support Forces). The following table displays the manpower program for the period FY 1979-FY 1978.

Marine Corps Base Operating Support (Mission Support Forces) Manpower (End Strength in Thousands)

	<u>FY TQ</u> <u>(Plan)</u>	<u>FY TQ</u> <u>(Actual)</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	17.8	18.0	15.6	15.6
<u>Civilian</u>	11.0	10.0	10.5	10.4

The Marine Corps determines its requirements for base operating support manpower at 15 installations where Fleet Marine Forces are based using a fixed/variable support concept. Only the fixed portion is included in Base Operating Support manpower. The fixed portion consists of the functions and services which are required due to the mere existence of the base, apart from the Fleet Marine Force units that are located there. Examples of these functions are road maintenance and repair, utilities operations, and sewage disposal.

The variable portion of the manpower is required solely due to the presence of the tenant, and is provided by the tenant units themselves. Temporary agreements for tenant units to provide some manpower for base operations are worked out by the local commanders and monitored and approved by Headquarters Marine Corps. This base augmentation manpower remains assigned to the tenant unit, and trains with and deploys with the tenant unit, to preserve an organized and effective combat force. The base augmentation manpower is counted in General Purpose Forces. This system requires the Marines assigned to augmentation duties to maintain skills required upon deployment, but helps out the base when the parent unit can provide a substantial portion of its own support.

The Marine Corps reviews the base operating support manpower for each installation frequently, and on-site inspections are conducted at least once every three years. Organizations, functions performed, and services provided are evaluated to assure that total manpower, grades, and skill levels are appropriate. Once the functions to be performed are determined and a work measurement system devised, staffing becomes a matter of deciding the level of support or service that will be furnished. As a result of this survey process, the Marine Corps has been able to reduce personnel programmed for this category by 200 in FY 1977. Additional reductions of 290 Marines have been made as a result of the termination of proficiency flying, which reduced aviation detachment levels at a number of locations.

The Base Operating Support category also includes Marines assigned to security duties with Marine Barracks located at major Navy bases throughout the world. This requirement was reduced in FY 1977 by 1,069 Marines to reflect actions taken to consolidate and reduce the number of Marine Barracks, primarily those which do not have nuclear security functions.

In FY 1978, security responsibilities at Naval Ammunition Depots in Hawthorne, Nevada, and McAlester, Oklahoma will be transferred to the Army, which assumes the overall responsibility for those installations as the single manager for conventional ammunition. Stricter response time requirements for nuclear security forces will, however, require additional manpower at a number of other Marine barracks. The net effect is that 67 more Marines are required for this category in FY 1978 than in FY 1977. Personnel are provided for security guard posts based on the number of hours that each post is required to be manned per week. Supervisory supply, mess, and administrative personnel

are provided based on the number of guards in that unit and to meet other assigned responsibilities. An additional reduction of 780 Marines in this category will be made in FY 1977 as a result of a transfer of staffing responsibility for Naval Corrections Centers from the Marine Corps to the Navy.

c. Force Support Training. The following table summarizes manpower required for the Force Support Training Mission.

Marine Corps Force Support Training Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	2.8	2.5	2.4

Force Support Training units train recently designated aviators and flight officers in combat aircraft prior to their assignment to an operational squadron and provide standardized training to other aviation personnel. In addition, designated units within the Marine air training groups are tasked with providing wartime interceptor support for the Continental Air Defense Command. The manpower program is based upon the projected student load and the necessity to provide instructors, maintain aircraft, and perform the air defense mission. Reorganization of the Marine air training groups will reduce manpower requirements in this category in both FY 1977 and FY 1978.

d. Command (Mission Support Forces). The following table displays manpower in the Mission Support Forces Command category.

Marine Corps Command
(Mission Support Forces) Manpower
(End Strength in Thousands)

	<u>FY TQ</u> (Plan)	<u>FY TQ</u> (Actual)	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	1.3	1.4	1.3	1.3
<u>Civilian</u>	-	-	-	-

*Fewer than 50.

The Marines in this category fill positions at the headquarters of the two Fleet Marine Forces and various international, combined, and unified command headquarters. Marine staff members at other Service commands perform two important functions. First, they provide expertise to the commander on matters concerning amphibious

warfare. Second, they provide a two-way conduit through which the Marine Corps is apprised of contingency planning and through which the staffs are aware of the capabilities and limitations of the Fleet Marine Forces. The manpower programmed for the Fleet Marine Forces headquarters elements is necessary to administer and provide operational control over the Marine Corps General Purpose Forces.

4. Central Support Forces

a. Base Operating Support (Central Support Forces)

Marine Corps Base Operating Support (Central Support Forces) Manpower (End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	4.4	4.4	4.4
<u>Civilian</u>	4.4	4.4	4.4

This manpower is used to support the logistic and training installations of the Marine Corps. The logistic installations are the Marine Corps logistic support bases at Barstow, California, and Albany, Georgia. The three training installations are recruit depots located at Parris Island, South Carolina and San Diego, California, and the training base at Quantico, Virginia.

b. Personnel Support. Personnel Support manpower is almost exclusively for the recruiting service.

Marine Corps Personnel Support Manpower (End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	3.9	4.1	4.1
<u>Civilian</u>	0.1	0.1	0.1

The Marine Corps has programmed an increase in the strength of its recruiting forces of 255 in FY 1977 and 112 in FY 1978 to meet the demands of increased quality requirements in a difficult recruiting market. These increases are partially offset by minor changes in other programs.

c. Individual Training

Marine Corps Individual Training Manpower
(End Strength in Thousands)

	<u>FY 79</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	8.7	8.3	8.3
<u>Civilian</u>	0.3	0.3	0.3

The manpower programmed for Individual Training is required to conduct and support recruit training and the formal training and education of Marines. The training is conducted within Marine Corps schools and in the schools of other Services, primarily the Navy. The end FY 1979 strength was higher than programmed; however, this was a temporary occurrence which has been corrected.

d. Command (Central Support Forces). Command manpower is displayed in the following table.

Marine Corps Command (Central Support Forces) Manpower
(End Strength in Thousands)

	<u>FY 79</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	3.8	3.6	3.6
<u>Civilian</u>	1.9	2.0	1.9

The manpower requested under Command (Central Support Forces) is for Marine Corps Headquarters, Navy headquarters support, and support of various other Marine Corps and Navy administrative activities. A reduction of 200 Marines at these headquarters will take place in FY 1977.

e. Logistics. The Logistics manpower displayed below is required for the conduct of centrally managed supply, maintenance, and logistic support activities. These activities procure materiel, maintain a centralized inventory control, perform depot level maintenance, and provide other logistic support services. A generally constant strength is programmed for the period FY 1977 - FY 1978.

Marine Corps Logistics Manpower
(End Strength in Thousands)

	<u>FY TQ</u> (Plan)	<u>FY TQ</u> (Actual)	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>				
Active	0.9	0.8	0.9	0.9
<u>Civilian</u>	2.9	2.6	2.7	2.8

f. Federal Agency Support. The following table displays Marine Corps manpower committed to Federal Agency Support.

Marine Corps Federal Agency Support Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	1.3	1.3	1.3

Federal Agency Support manpower programmed by the Marine Corps consists almost exclusively of the 1,300 man Marine Corps Security Guard Battalion, which furnishes embassy guards for the Department of State around the world.

5. Individuals

The Individuals accounts contain the Marine Corps estimates of the manpower authorizations needed to allow for transients, patients, prisoners, holdees, and students/trainees. The following table displays the manpower authorizations needed for these accounts.

Marine Corps Individuals Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active			
Transients	9.6	8.7	8.5
Patients/Prisoners/Holdees	2.5	4.2	4.2
Trainees/Students	25.3	26.9	25.3
Total	37.5	39.8	38.0
Reserve Components			
Trainees	3.2	3.3	3.0

The strengths shown in the Individuals accounts are estimates of the number of people who will be in a transistent, trainee, student, patient, prisoner, or holdee status at the end of a fiscal year. These estimates are based partly on historical data and partly on current and projected manpower plans and policies. The Individuals accounts are as necessary as the force structure spaces, and shortages in authorizations for these accounts will result in strength reductions in the combat or support forces.

The Marine Corps experienced a decline in its patient prisoner, and holdee population during the latter months of FY 1976. This decrease is attributed to two major factors. The expeditious discharge program initiated in FY 1976 resulted in the early discharge of marginal and substandard performers, who comprise a large segment of the patient and prisoner population. Increased emphasis on quality recruiting standards began to improve discipline, morale, and effectiveness throughout the Marine Corps. This category is being closely monitored, and if trends toward reduced prisoner and patient populations continue, the Marine Corps will revise its estimates for future years.

D. FY 1979 Marine Corps Manpower Requirements

The FY 1979 manpower levels requested by the Marine Corps, compared to FY 1978 are shown on the following table.

Increased manpower has been programmed for General Purpose Land Forces in FY 1979. This manpower will be used to further enhance the manning of ground combat units and to increase the artillery, armor and anti-armor capabilities of the Fleet Marine Forces.

MARINE CORPS MANPOWER REQUIREMENTS
(End Strength in Thousands)

	Active Military		Reserve Components		Civilian	
	FY 78	FY 79	FY 78	FY 79	FY 78	FY 79
<u>Strategic Forces</u>	*	*	-	-	-	-
Strategic Offensive	-	-	-	-	-	-
Strategic Defensive	-	-	-	-	-	-
Strategic Control & Surveillance	*	*	-	-	-	-
<u>General Purpose Forces</u>	110.1	111.6	30.1	31.5	-	-
Land Forces	80.3	81.9	21.8	22.8	-	-
Tactical Air Forces	29.3	29.2	8.3	8.7	-	-
Naval Forces	0.5	0.5	-	-	-	-
Mobility Forces	-	-	-	-	-	-
<u>Auxiliary Forces</u>	1.6	1.6	-	-	-	-
Intelligence	0.7	0.7	-	-	-	-
Centrally Managed Communications	*	*	-	-	-	-
Research & Development	0.8	0.8	-	-	-	-
Support to Other Nations	-	-	-	-	-	-
Geophysical Activities	*	*	-	-	-	-
<u>Mission Support Forces</u>	19.6	19.6	-	-	10.5	10.5
Reserve Components Support	0.3	0.3	-	-	0.1	0.1
Base Operating Support	15.6	15.6	-	-	10.4	10.4
Force Support Training	2.4	2.4	-	-	-	-
Command	1.3	1.3	-	-	*	*
<u>Central Support Forces</u>	22.6	22.8	-	-	9.4	9.5
Base Operating Support	4.4	4.4	-	-	4.4	4.4
Medical Support	-	-	-	-	-	-
Personnel Support	4.1	4.1	-	-	0.1	0.1
Individual Training	8.3	8.5	-	-	0.3	0.3
Command	3.6	3.6	-	-	1.9	1.9
Logistics	0.9	0.9	-	-	2.8	2.8
Federal Agency Support	1.3	1.3	-	-	-	-
<u>Subtotal-Force Structure Allowance</u>	153.9	155.6	30.1	31.5	19.9	20.0
<u>Individuals</u>	38.0	39.0	3.0	2.9	-	-
Transients	8.5	8.6	-	-	-	-
Patients, Prisoners & Holdees	4.2	4.3	-	-	-	-
Trainees & Students	25.3	26.1	3.0	2.9	-	-
Cadets	-	-	-	-	-	-
<u>Total</u>	192.0	194.6	33.1	34.4	19.9	20.0

Note: Detail may not add to totals due to rounding.

*Fewer than 50 spaces.

CHAPTER XIII

AIR FORCE MANPOWER REQUIREMENTS

A. Introduction

1. Summary and Highlights

This chapter deals with Air Force manpower and describes and justifies the military and civilian manpower levels, for both active and reserve forces, which are programmed for Fiscal Years 1978 and 1979. This requirement is summarized in the following table:

Air Force Manpower Requirements
(End Strength in Thousands)

	<u>FY 78</u>	<u>FY 79</u>
<u>Military</u>		
Active	572.0	572.7
Reserve Components		
ANG	93.0	94.0
AFR	52.1	51.8
<u>Civilian</u>	256.2	257.1

The need for increased efficiency of operation is accentuated because of significant reductions in manpower strengths over the last ten years. These reductions have been concentrated as much as possible in support and overhead areas, in order to minimize the impact on combat capability. While the extensive past reductions in these areas have substantially reduced the potential for further similar cutbacks, the Air Force is continuing to improve manpower utilization through technological advancements and management initiatives. The Air Force needs a stable manpower program, within which resources freed through management initiatives can be reinvested to make essential improvements in readiness. This chapter presents a stable manpower program which includes actions to maximize combat capability within constrained resource levels.

Improvements in active combat capability programmed in the President's FY 1978 Budget include the deployment of F-111 aircraft (replacing F-4s) and additional F-15 tactical fighters to Europe, the introduction of AWACS in FY 1977, and the continued replacement of F-4 and A-7 aircraft with the newer F-15 and A-10. Improvements are also planned in munitions and in munitions security. The manpower costs of these improvements are offset in this stable program by savings realized through technological advances and innovative management.

Modernization of the Air Reserve Forces continues with the transfer of additional KC-135, A-7, and F-4 aircraft to the Air National Guard and KC-135 aircraft to the Air Force Reserve. By end FY 1978 the Air Reserve Forces will have approximately twenty percent of the strategic tanker capability, over sixty percent of the tactical airlift capability, over forty-four percent of the strategic airlift capability, sixty percent of the airborne strategic defense capability, more than forty-five percent of the tactical reconnaissance capability, over thirty percent of tactical fighter capability, as well as all of the short-takeoff and landing (STOL) capability. In addition, these forces will perform about seventy percent of the reimbursed aircraft reconnaissance of hurricanes and major East coast winter storms in support of the National Oceanic and Atmospheric Administration and the Department of Commerce.

2. Air Force Structure

The force structure of the Air Force is the primary determinant of manpower requirements. A discussion of manpower requirements must be preceded by a discussion of the size and composition of the force structure to be supported. The most important force structure characteristics, from a manpower standpoint, are numbers of aircraft, missiles, and other weapon systems in the inventory.

The size of the aircraft force has decreased significantly since FY 1964. This decrease has been offset somewhat by improvements in the performance of aircraft systems remaining in the inventory. The new generation of fighter aircraft can outperform their predecessors of just a few years ago. The bomber force has improved penetration capabilities. There is now an all jet strategic airlift force. The following table shows total aircraft inventory for FY 1964 and that programmed for FY 1978:

Air Force Total Aircraft Inventory (TAI)

	FY 64			FY 78		
	Active	Res		Active	Res	
		Comp	Total		Comp	Total
Bombers	1,509	2	1,511	489	-	489
Tankers	998	62	1,060	525	128	653
Fighter/Attack/Interceptor	3,538	1,055	4,593	2,667	1,012	3,679
Reconnaissance	595	192	787	422	200	622
Cargo/Transport	2,327	949	3,276	853	438	1,291
Trainers	2,873	201	3,074	1,786	41	1,827
Other	849	64	913	506	186	692
Total	12,689	2,525	15,214	7,248	2,005	9,253

The Air Force has also adjusted the mix of active and reserve components aircraft. The Air Force has based these adjustments upon the missions which these complementary forces are best suited to perform. Active forces are provided to support nonmobilization contingencies, to conduct the initial defense of NATO, to provide deterrence and peacetime forward deployments, and to establish a rotation base to support the deployments. Reserve forces augment the active forces for selected contingencies and for full mobilization. The Air National Guard and Air Force Reserve are fully integrated into the total force. This integration is characterized by equipping the Reserve components with first-line aircraft -- F-106s, A-7s, RF-4s, C-130s, F-4s, and KC-135s. Beginning in FY 1979, both active and reserve forces will be equipped with production line A-10s after the aircraft reaches initial operational capability.

a. Strategic Offensive Forces. Between FY 1964 and FY 1967, the strategic missile force grew from 821 to 1,054 ICBMs and has remained at that level. The bomber force has changed in both the size and mix. Since FY 1964, the number of strategic bombers will have been reduced from over 1,500 aircraft to 489 by end FY 1978. B-52s began entering the inventory in the mid-fifties; B-47s were phased out in FY 1966, followed by the B-58s in FY 1969. The FB-111 entered the inventory in FY 1971. Today we have three B-1s in RDT&E, as we move toward a procurement objective of 244 by FY 1986.

Tanker aircraft have been reduced 407 from FY 1964 levels to 653 aircraft. Beginning in FY 1976 and extending through FY 1978, 128 KC-135 aircraft will be transferred from the active force to the reserve forces and will perform day-to-day alert, augmenting Strategic Air Command forces under generated alert conditions.

b. Strategic Defense Forces. The number of active interceptors has been reduced dramatically since FY 1964 as the emphasis on defense against a strategic bomber attack was reduced. The current program is directed to the missions of providing bomber attack warning and peacetime air-space surveillance and control plus surge air defense. In FY 1978, the active interceptor force consists of six squadrons, while the Air National Guard force consists of ten interceptor squadrons. Tactical F-4s augment the interceptor force to maintain minimum essential day-to-day coverage of US air space in peacetime.

c. Tactical Air Forces. The active tactical fighter force consists of 26 organizationally structured wings. However, the 26 wing force is presently under equipped. The President's FY 1978 Budget continues a planned gradual increase in unit equipage to bring the 26 wing structure to full strength in FY 1981. Along with the increase in numbers of aircraft the quality of the tactical fighter force is also

being improved. The first F-15 wing achieved combat ready status in FY 1977. The first A-10 wing will be combat ready in FY 1979, and the first F-16 wing in FY 1981. Tactical fighter and reconnaissance crew ratios have been increased over the past year to improve our capability to meet the high sustained sortie rates that would be needed in combat. Improvements in airborne command and control systems are also being introduced. The E-3A Airborne Warning and Control System (AWACS) will provide the qualitative increase in effective command and control that is required to counter the threat in the near future. The first AWACS equipage will take place in FY 1977.

A top-equivalent wing reserve structure composed of 37 fighter squadrons augments the 26 active wings. Additional A-7Ds will be transferred into the Air National Guard during FY 1978 and FY 1979 and F-4s will be transferred in FY 1979 as part of a program to modernize the Air Reserve Forces.

d. Airlift Forces. In FY 1964, the active strategic airlift force consisted almost entirely of propeller-driven aircraft with a few C-135 jets. By FY 1968, the very capable C-141 jet had replaced most of the propeller-driven strategic airlift aircraft; and although the overall number of strategic airlift aircraft decreased, capability was improved. The phase-in of the outsized cargo capable C-5 in the early seventies further improved strategic airlift capability. While the total FY 1978 strategic airlift force level is only about 40% of the FY 1964 level, the newer aircraft provide increased total airlift capability.

The tactical airlift force in FY 1964 consisted primarily of C-130s and C-123s. By FY 1968, the tactical airlift force was increased, with the transfer of C-130s from the strategic airlift forces, to accommodate Southeast Asia requirements. Although the tactical airlift force has decreased slightly since termination of the Vietnam conflict, the capability of the force has been improved through procurement of newer C-130H model aircraft.

Since FY 1964, the reserve forces have retired outmoded C-97, C-121, and C-124 strategic airlift aircraft. Reserve associate units provide the ability to make use of existing bases and aircraft by providing reserve air crews to active C-141 and C-5 units. Reserve force tactical airlift assets have also been significantly improved. C-119s have been retired and replaced with C-130 aircraft. The reserve forces will continue to maintain the only short takeoff and landing (STOL) capability in the total airlift force with C-7 and C-123 aircraft.

3. Manpower Requirements Determination Process

a. Management Engineering Program. The Air Force has employed contemporary industrial engineering techniques for over 15

years to define its manpower requirements. Under the Air Force Management Engineering Program, these techniques have been directed toward objective statements of manpower needed to get the job done. Experience gained over the years and constant refinement of methodology have allowed progressive improvement in the program, so that there is a high degree of credibility in the manpower standards produced.

The Management Engineering Program is operated by specially qualified and trained personnel assigned to the Air Force Management Engineering Agency (AFMEA) and its 11 functional management engineering teams (METs), the manpower staff at each major command, and 148 active and air reserve METs located at bases throughout the Air Force.

AFMEA implements policy established by HQ USAF. The Agency directs and supervises standards development and the management assistance efforts of its functional teams, and it also provides centralized control and common direction for the execution of the entire Air Force Management Engineering Program. It provides the technical guidance necessary for standards development throughout the Air Force; schedules all Air Force-wide study efforts; accomplishes the quality control of program products; and is the approving authority for all standards. AFMEA is also responsible for developing all improvements in study methodology, management engineering computer support systems, and work force productivity and utilization.

AFMEA's 11 functional METs develop manpower standards and improve work force utilization in the Comptroller, Data Automation, Engineering and Services, Intelligence, Maintenance and Supply, Medical, Munitions, Personnel, Security Police, Special Staff, and Transportation functions.

The major command management engineering teams administer the program at the local base level under direction of their respective major command staffs. These teams conduct studies which address functions peculiar to the respective major command or a base within a command, such as the technical training function in the Air Training Command. These teams also provide input in support of Air Force studies conducted by the functional METs. The Air National Guard and Air Force Reserve management engineering teams develop standards in those functions where, because of differences in peacetime operating environment, active force standards are inappropriate.

b. Manpower Standards Development. The Air Force develops and uses manpower standards to define manpower requirements. Manpower standards are quantitative expressions of manpower required for the performance of work at varying levels of workload volume. The development of a manpower standard is accomplished in three phases: preliminary, measurement, and computation.

(1) Preliminary Phase. The function being studied is researched as to organization, work processes, workloads, etc. A preliminary plan is prepared which contains work center descriptions, potential workload factors, organizational structures, and proposed measurement methods. After review at base and MAJCOM levels, the preliminary plan becomes a comprehensive measurement plan. The measurement plan is reviewed by AFMEA and HQ USAF prior to measurement.

(2) Measurement Phase. All industrial engineering work measurement techniques may be used; work sampling and operational audit are used most often. METs at selected bases measure a function at varying workload volumes and develop times required to perform work center tasks. The final measurement data is representative of the function at all bases where the standard will be utilized.

(3) Computation Phase. Measurement data inputs are analyzed with different workload factors and statistical models so that the most valid manhour to workload relationship is determined. A manpower table is prepared which reflects the required manpower authorizations by specialty, skill level, and grade for work levels from smallest to largest. A final report is sent to AFMEA for review, staffing and approval.

c. Manpower Guides. Over 65% of total Air Force manpower requirements are determined by manpower standards, developed according to the process just described. The remaining Air Force requirements are based on manpower guides. Manpower guides are also quantitative expressions of manpower. However, they are less structured than standards and are based on staff estimates, manpower surveys, and contractor estimates rather than the classical work measurement techniques. Guides are preferred when functions or systems have a known short-term life, or in situations such as activities outside the Air Force, research and development, management analysis, and operations staff in which the nature of work performed or the size and composition of the work center make this approach more economical and effective.

Application of manpower standards and guides provides an accurate, objective, and consistent basis to forecast future manpower requirements. Activities throughout the Air Force receive manpower consistent with workload. When mission changes or force adjustments cause workload change, this system assures that manpower will also be revised in accordance with the changed mission or force level.

d. Wartime Manpower Requirements. An important facet of manpower management is determining wartime manpower requirements. The Air Force develops these requirements annually through the Total Force Manpower in Support of the National Strategy (MANREQ) exercise. The long range objectives of the MANREQ exercise are to determine:

- (a) minimum essential military wartime manpower requirements by skill;
- (b) the most effective mix between active and reserve components; and
- (c) the proper balance between combat and combat sustaining forces.

The annual MANREQ exercise identifies aggregate military and civilian manpower requirements to support the national strategy. Emphasis is placed on an analysis of selected skill requirements with a view toward realigning where necessary to achieve a better readiness posture. The MANREQ exercises have been valuable management tools. Future iterations will provide continual improvements in the determination of wartime manpower requirements.

B. Significant Trends

1. Active Force

Fiscal Year 1977 strengths in the President's FY 1978 Budget terminate a decade-long downward trend in active force manpower levels, which has reduced the Air Force to its lowest active strength since the years prior to the conflict in Korea. Planned FY 1978 levels introduce the measure of manpower program stability vital to sustain Air Force combat capability. Reasonable manpower stability is an essential part of the Department's program of incremental readiness improvements through the remainder of the 1970s and into the 1980s. We plan to pursue this goal by directing into combat-enhancing activities, those manpower resources freed through productivity improving technological advances and management initiatives.

Air Force Active Military and Civilian Manpower
(End Strength in Thousands)

	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
Military	585.2	571.0	572.0
Civilian	261.7	257.2	256.2

2. Reserve Force

The Selected Reserve strengths in the President's FY 1978 Budget are almost 12% above the FY 1969 strength. This increase in reserve strength is a consequence of continued expansion of the roles, missions, and forces of the reserves and providing them with modern and complex weapon systems.

Air Force Selected Reserve Components
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Air National Guard	91.2	92.0	93.0
Air Force Reserve	49.0	53.3	52.1
Civilian	34.6	35.0	35.0
*Technicians	(28.9)	(29.3)	(29.5)

*These Air Reserve Technicians/Air National Guard Technicians have dual status as civilian employees and as members of the Air National Guard and Air Force Reserve.

3. Management Initiatives

The potential for further significant reductions in support and overhead manpower has largely been foreclosed by the success of past efforts. Worldwide management headquarters strength, for example, have been cut in half since FY 1968, and Departmental headquarters levels are down 23 percent just since FY 1973. The emphasis has shifted, therefore, to productivity enhancing initiatives directed toward achieving sustained increases in capability and output for both combat and combat-sustaining functions. Among the most ambitious of these new management initiatives is Project Rivet Save, which when fully implemented in FY 1978, will reduce the Minuteman missile crew force by about one-third or a total of approximately 600 officer authorizations. This initiative involves the application of advanced technology to current systems through modification or replacement of subsystems. The result is operation with fewer people.

Other projects include the modernization of cryptologic equipment, reductions and consolidations of Air Weather Service functions, and a streamlining of training programs within Air Training Command. Application of such initiatives within stable end strengths permits the Air Force to reinvest the manpower resources made available in other high priority combat and combat-sustaining activities. Increased productivity within the Air Force, as in the private sector, is a major means of increasing the effectiveness and readiness of combat forces without increasing manpower. Productivity enhancing initiatives will continue to represent one of our highest priorities.

4. Military Manpower

a. Enlisted. Non-prior service enlisted recruiting goals for FY 1977 and FY 1978 are shown below. There is a significant increase in FY 1978.

Active Air Force Enlisted Recruiting Goals
(Non-Prior Service)

	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
Plan	72,225	21,000	77,000
Actual	72,942	21,131	-

The Air Force met its active Air Force enlisted recruiting goals for FY 1976 and FY 1977 and expects to meet its procurement objectives for FY 1978. Notwithstanding this success, however, recruiting is becoming increasingly difficult. In FY 1976, 95.2% of Air Force recruits were high school graduates or equivalent; in FY 1977 this figure decreased to 91.1%. Although the 1977 was only three months long, the 1977 experience does indicate a downward trend. The Air Force has also experienced a decrease in the Delayed Enlistment Program (DEP) pool. The DEP permits the Air Force to enlist individuals for out-month requirements and provide a steady flow to the training centers. Since June 1976, however, the Air Force has been recruiting against current month requirements. In addition, a Fall 1976 survey of 16-21 year olds who did not have prior or current military involvement and who were not beyond their second year of college, showed that only 13.2% had a propensity to enter the Air Force as compared to 15.7% in a Fall 1975 survey.

Air Reserve Forces Enlisted Recruiting Goals
(Non-Prior Service)

	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
Plan	8,627	2,425	9,204
Actual	6,573	1,865	-

FY 1976 and FY 1977 was an extremely difficult recruiting period for the ANG and the USAFR. The recruiting shortfalls during this period can be attributed to an improved economy, higher enlistment standards, need for different skills due to unit reorganizations and insufficient numbers of recruiters. The Air Reserve Force expects to make FY 1978 goals by expanding recruiting and retention campaigns.

b. Officer. The officer procurement program in the President's FY 1978 Budget supports established undergraduate flying training rates and officer requirements in the broad range of essential combat sustaining and management functions.

Active Air Force Officer Procurement Goals

	<u>FY 76</u>	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Plan	6,190	2,153	6,621	7,018
Actual	6,339	2,053	-	-

C. Manpower Requirements By Defense Planning and Programming Category (DPPC)

The following tables display, by DPPC, Air Force manpower for the period FY 1976-1979. This section relates Air Force manpower requirements to force levels and describes the significant features of the FY 1977-FY 1978 program. Section D will describe the FY 1979 program.

AIR FORCE ACTIVE MILITARY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	FY 76 <u>Actual</u>	FY TQ	FY 77 <u>FY 78 Budget</u>	FY 78 <u>Budget</u>	FY 79 <u>Auth.</u>
<u>Strategic Forces</u>	<u>84.1</u>	<u>83.8</u>	<u>76.5</u>	<u>78.8</u>	<u>77.0</u>
Strategic Offensive	61.0	60.3	54.8	57.1	57.1
Strategic Defensive	12.7	12.8	11.6	11.5	9.5
Strategic Control & Surveillance	10.4	10.7	10.1	10.2	10.4
<u>General Purpose Forces</u>	<u>111.8</u>	<u>113.4</u>	<u>121.6</u>	<u>122.9</u>	<u>123.5</u>
Land Forces	-	-	-	-	-
Tactical Air Forces	71.3	72.9	82.3	84.9	85.6
Naval Forces	-	-	-	-	-
Mobility Forces	40.5	40.5	39.3	38.0	37.9
<u>Auxiliary Forces</u>	<u>66.3</u>	<u>66.1</u>	<u>65.0</u>	<u>63.3</u>	<u>62.1</u>
Intelligence	20.0	19.4	20.0	19.4	18.2
Centrally Managed Communications	18.5	18.7	17.1	17.0	17.1
Research & Development	17.7	17.8	16.2	15.1	15.1
Support to Other Nations	1.1	1.5	3.5	3.5	3.3
Geophysical Activities	8.9	8.7	8.3	8.2	8.2
<u>Mission Support Forces</u>	<u>157.5</u>	<u>158.1</u>	<u>151.8</u>	<u>152.1</u>	<u>151.9</u>
Reserve Components Support	0.5	0.5	0.5	0.6	0.6
Base Operating Support	118.9	120.0	113.8	113.8	113.7
Force Support Training	18.6	18.6	19.1	19.6	19.3
Command	19.6	19.1	18.3	18.1	18.3
<u>Central Support Forces</u>	<u>102.6</u>	<u>101.4</u>	<u>94.5</u>	<u>93.0</u>	<u>93.5</u>
Base Operating Support	21.2	20.9	16.1	15.1	15.2
Medical Support	31.7	32.4	32.3	32.6	32.8
Personnel Support	5.9	6.9	7.1	7.1	7.0
Individual Training	25.0	23.6	21.9	21.9	22.1
Command	14.1	13.1	12.5	11.7	11.8
Logistics	4.5	4.3	4.3	4.3	4.3
Federal Agency Support	0.2	0.2	0.3	0.3	0.3
<u>Subtotal-Force Structure Allowance</u>	<u>522.3</u>	<u>522.9</u>	<u>509.3</u>	<u>510.2</u>	<u>508.0</u>
<u>Individuals</u>	<u>62.9</u>	<u>60.1</u>	<u>61.7</u>	<u>61.9</u>	<u>64.7</u>
Transients	25.0	20.9	18.6	18.5	18.9
Patients, Prisoners & Holdees	0.9	0.9	1.0	1.0	1.0
Trainees & Students	32.6	33.9	37.7	38.0	40.4
Cadets	4.4	4.4	4.3	4.3	4.3
<u>Total</u>	<u>585.2</u>	<u>583.1</u>	<u>571.0</u>	<u>572.0</u>	<u>572.7</u>

Note: Detail may not add to totals due to rounding.

AIR NATIONAL GUARD MANPOWER REQUIREMENTS
(End Paid-Drill Strength in Thousands)

	FY 76 <u>Actual</u>	FY TQ	FY 77 <u>FY 78 Budget</u>	FY 78 <u>Budget</u>	FY 79 <u>Auth.</u>
<u>Strategic Forces</u>	<u>14.7</u>	<u>20.8</u>	<u>20.0</u>	<u>20.7</u>	<u>20.8</u>
Strategic Offensive	3.2	10.2	10.7	11.3	11.4
Strategic Defensive	10.7	9.8	8.6	8.7	8.7
Strategic Control & Surveillance	0.8	0.8	0.7	0.7	0.7
<u>General Purpose Forces</u>	<u>60.1</u>	<u>54.2</u>	<u>54.8</u>	<u>55.1</u>	<u>56.0</u>
Land Forces	-	-	-	-	-
Tactical Air Forces	45.9	40.2	41.0	40.0	40.8
Naval Forces	-	-	-	-	-
Mobility Forces	14.2	14.0	13.8	15.1	15.2
<u>Auxiliary Forces</u>	<u>10.4</u>	<u>10.3</u>	<u>10.5</u>	<u>10.4</u>	<u>10.4</u>
Intelligence	-	-	-	-	-
Centrally Managed Communications	9.9	9.8	9.9	9.8	9.8
Research & Development	-	-	-	-	-
Support to Other Nations	-	-	-	-	-
Geophysical Activities	0.5	0.5	0.6	0.6	0.6
<u>Mission Support Forces</u>	<u>4.2</u>	<u>4.2</u>	<u>4.3</u>	<u>4.4</u>	<u>4.4</u>
Reserve Components Support	2.1	2.1	2.2	2.3	2.3
Base Operating Support	0.4	0.4	0.4	0.4	0.4
Force Support Training	1.7	1.7	1.7	1.7	1.7
Command	-	-	-	-	-
<u>Central Support Forces</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Base Operating Support	-	-	-	-	-
Medical Support	-	-	-	-	-
Personnel Support	-	-	-	-	-
Individual Training	-	-	-	-	-
Command	-	-	-	-	-
Logistics	-	-	-	-	-
Federal Agency Support	-	-	-	-	-
<u>Subtotal-Force Structure Allowance</u>	<u>89.4</u>	<u>89.5</u>	<u>89.6</u>	<u>90.6</u>	<u>91.6</u>
<u>Individuals</u>	<u>1.6</u>	<u>1.7</u>	<u>2.4</u>	<u>2.4</u>	<u>2.4</u>
Transients	-	-	-	-	-
Patients, Prisoners & Holdees	-	-	-	-	-
Trainees & Students	1.6	1.7	2.4	2.4	2.4
Cadets	-	-	-	-	-
<u>Total</u>	<u>91.0</u>	<u>91.2</u>	<u>92.0</u>	<u>93.0</u>	<u>94.0</u>

Note: Detail may not add to totals due to rounding.

AIR FORCE SELECTED RESERVE MANPOWER REQUIREMENTS
(End Paid-Drill Strength in Thousands)

	FY 76 Actual	FY TQ	FY 77 FY 78 Budget	FY 78 Budget	FY 79 Auth.
<u>Strategic Forces</u>	<u>0.6</u>	<u>0.6</u>	<u>1.8</u>	<u>2.3</u>	<u>2.3</u>
Strategic Offensive	-	-	1.2	1.8	1.8
Strategic Defensive	0.6	0.6	0.5	0.5	0.5
Strategic Control & Surveillance	-	-	-	-	-
<u>General Purpose Forces</u>	<u>33.8</u>	<u>34.3</u>	<u>34.5</u>	<u>34.6</u>	<u>34.4</u>
Land Forces	-	-	-	-	-
Tactical Air Forces	5.2	5.2	5.3	5.4	5.2
Naval Forces	-	-	-	-	-
Mobility Forces	28.6	29.1	29.3	29.3	29.2
<u>Auxiliary Forces</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>
Intelligence	-	-	-	-	-
Centrally Managed Communications	-	-	-	-	-
Research & Development	-	-	-	-	-
Support to Other Nations	-	-	-	-	-
Geophysical Activities	0.5	0.5	0.5	0.5	0.5
<u>Mission Support Forces</u>	<u>10.8</u>	<u>10.9</u>	<u>12.2</u>	<u>10.5</u>	<u>10.5</u>
Reserve Components Support	0.4	0.4	0.3	0.3	0.3
Base Operating Support	3.5	3.5	3.6	3.6	3.6
Force Support Training	0.1	-	-	-	-
Command	6.8	7.0	8.3	6.6	6.6
<u>Central Support Forces</u>	<u>1.9</u>	<u>1.9</u>	<u>2.3</u>	<u>2.1</u>	<u>2.1</u>
Base Operating Support	-	-	-	-	-
Medical Support	1.5	1.5	1.9	1.7	1.7
Personnel Support	-	-	-	-	-
Individual Training	-	-	-	-	-
Command	-	-	-	-	-
Logistics	0.4	0.4	0.4	0.4	0.4
Federal Agency Support	-	-	-	-	-
<u>Subtotal-Force Structure Allowance</u>	<u>47.6</u>	<u>48.1</u>	<u>51.3</u>	<u>50.0</u>	<u>49.8</u>
<u>Individuals</u>	<u>0.8</u>	<u>0.9</u>	<u>2.0</u>	<u>2.0</u>	<u>2.0</u>
Transients	-	-	-	-	-
Patients, Prisoners & Holdees	-	-	-	-	-
Trainees & Students	0.8	0.9	2.0	2.0	2.0
Cadets	-	-	-	-	-
<u>Total</u>	<u>48.4</u>	<u>49.0</u>	<u>53.3</u>	<u>52.1</u>	<u>51.8</u>

Note: Detail may not add to totals due to rounding.

AIR FORCE CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	FY 76 Actual	FY TQ	FY 77 FY 78 Budget	FY 78 Budget	FY 79 Auth.
<u>Strategic Forces</u>	6.8	6.5	7.9	9.1	9.0
Strategic Offensive	1.4	1.6	3.1	3.8	3.9
Strategic Defensive	4.5	4.1	3.9	4.2	4.1
Strategic Control & Surveillance	0.9	0.9	0.9	1.0	1.0
<u>General Purpose Forces</u>	28.7	28.6	28.1	27.7	27.7
Land Forces	-	-	-	-	-
Tactical Air Forces	14.2	14.3	13.8	13.5	13.6
Naval Forces	-	-	-	-	-
Mobility Forces	14.5	14.3	14.3	14.2	14.1
<u>Auxiliary Forces</u>	31.0	30.5	31.2	30.7	30.5
Intelligence	2.9	2.7	2.6	2.5	2.4
Centrally Managed Communications	5.2	5.2	5.3	5.2	5.1
Research & Development	21.5	21.1	19.5	19.2	19.2
Support to Other Nations	0.3	0.4	2.6	2.7	2.6
Geophysical Activities	1.1	1.1	1.2	1.1	1.1
<u>Mission Support Forces</u>	70.3	69.1	63.8	61.4	61.2
Reserve Components Support	4.8	4.8	4.7	4.3	4.1
Base Operating Support	59.8	58.6	53.1	51.2	51.2
Force Support Training	2.0	2.0	2.1	2.1	2.1
Command	3.8	3.8	3.9	3.8	3.8
<u>Central Support Forces</u>	125.0	124.9	126.3	127.4	128.7
Base Operating Support	30.4	30.3	33.7	33.4	34.4
Medical Support	7.0	7.4	7.7	7.6	7.7
Personnel Support	1.2	1.2	1.4	1.4	1.4
Individual Training	6.9	6.7	6.4	6.3	6.4
Command	11.1	10.6	10.7	10.5	10.5
Logistics	68.2	68.8	66.3	68.1	68.3
Federal Agency Support	*	*	0.1	0.1	0.1
<u>Total</u>	<u>261.7</u>	<u>259.8</u>	<u>257.2</u>	<u>256.2</u>	<u>257.1</u>

Note: Detail may not add to totals due to rounding.

*Fewer than 50 spaces.

1. Strategic Forces. Air Force strategic forces are subdivided into offensive, defensive, and control and surveillance forces.

a. Strategic Offensive Forces. The following tables show Air Force Strategic Offensive Forces.

Air Force Strategic Offensive Forces

	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Active Force:</u>			
<u>Bombers</u>			
B-52 (UE) 1/	316	316	316
FB-111 (UE)	66	66	66
<u>Tankers</u>			
KC-135 (UE)	575	519	487
<u>Missiles</u>			
Titan II	54	54	54
Minuteman	1000	1000	1000
<u>Reserve Forces:</u>			
<u>Tankers</u>			
ANG KC-135 (UE)	40	80	104
AFR KC-135 (UE)		16	24

1/ Unit Equipment (UE) is the basis for manning aircraft equipped units.

Air Force Strategic Offensive Forces Manpower
(End Strength in Thousands)

	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	60.3	54.8	57.1
Reserve Components			
ANG	10.2	10.7	11.3
AFR	-	1.2	1.8
<u>Civilian</u>	1.6	3.1	3.8

Strategic Offensive Forces consist of combat aircraft and intercontinental ballistic missiles under the control of the Strategic Air Command (SAC). SAC's primary mission is to prevent nuclear war through its ability to deliver nuclear firepower to any part of the world. SAC is also capable of delivering conventional (non-nuclear)

weapons with its bomber aircraft. To perform these missions in FY 1978, there are 20 B-52 squadrons, four FB-111 squadrons, 30 active force and 16 reserve force KC-135 tanker squadrons, six Titan missile squadrons and 20 Minuteman squadrons with the unit equipment (UE) shown in the above table. Also included are combat evaluation and strategic missile evaluation squadrons.

The reduction in active force military manpower in FY 1977 is attributable to major changes in the operation of the strategic offensive forces. There is an acceleration in the transfer of KC-135 aircraft from the active force to the reserve force. This transfer continues the integration of the reserve force into the strategic offensive mission and is indicative of our commitment to fully support the total force policy. The Minuteman missile crew force is also reduced, beginning in FY 1977. This initiative, when fully implemented in FY 1978, will reduce the Minuteman missile crew force by about one-third. Additional reductions are made in B-52 and KC-135 maintenance activities.

In FY 1978, there are reductions in active force military manpower associated with the transfer of 32 additional KC-135s to the reserve forces, the completion of the Minuteman missile crew force initiatives, and the reduced Air Force operations at Goose Air Base, Labrador. These reductions, however, are more than offset by increases in security forces. An increase in security for Minuteman missiles and B-52 alert aircraft coupled with the requirement for enhanced security capability at nuclear storage sites are the major factors for the increase in active military for FY 1978.

Although KC-97 squadrons are reduced in FY 1977 and are eliminated from the program in FY 1978, ANG manpower increases in FY 1977 and FY 1978 because of the continued phased transfer of KC-135s from the active force. The Air Force Reserve manpower in this area is reflective of their new KC-135 mission.

Civilian manpower increases provide the reserve forces the technicians required for their increased KC-135 missions.

b. Strategic Defensive Forces. The following tables show Air Force Strategic Defensive Force requirements.

Air Force Strategic Defensive Forces

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Interceptor Squadrons</u>			
Active Force	6	6	6
Air National Guard	10	10	10
<u>Early Warning Squadron</u>			
Air Force Reserve	1	1	1
<u>Defense System Evaluation (EB-57) Squadrons</u>			
Active Force	1	1	1
Air National Guard	2	2	2

Air Force Strategic Defensive Forces Manpower (End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	12.8	11.6	11.5
Reserve Components			
ANG	9.8	8.6	8.7
AFR	0.6	0.5	0.5
<u>Civilian</u>	4.1	3.9	4.2

Air Force Strategic Defensive Forces include the aircraft and radars of the Aerospace Defense Command, Air National Guard, and Air Force Reserve. These forces are required for surveillance and control of air space. To perform this mission in FY 1978, the Air Force will employ a force of six active Air Force and six Air National Guard F-106 squadrons, three ANG F-101 squadrons, and one ANG F-4 squadron. The ground environment systems include seven regional control centers, three manual NORAD control centers, 64 surveillance radar sites and one Back Up Interceptor Control (BUIC) facility. There are also eight FAA/USAF joint use radar sites and three ANG radar sites used for strategic defense. Thirty-one Distant Early Warning (DEW) stations are manned primarily by contractor personnel. One active Air Force and two Air National Guard defensive system evaluation (EB-57) squadrons provide training for radar operators by simulating enemy bomber force.

The reductions to active force manpower in FY 1977 are primarily due to in-service-to-contract conversions of all functions except radar operations at some aircraft control and warning sites, the inactivation of two Semi-Automatic Ground Environment (SAGE) radar sites, and the realignment of Thor missile launch support to Auxiliary Forces (Geophysical Activities). These reductions are partially offset by the realignment of mission evaluation activities from Missile Support (Command).

The civilian increase in FY 1978 is attributable to the military-to-civilian conversion of nonoperational functions in three SAGE radars. The reductions in active military resulting from this conversion are partially offset by increased requirements for nuclear weapons security. Changes in Air National Guard manpower reflect changes to the ANG interceptor force.

c. Strategic Control and Surveillance Forces. Manpower requirements for this category are:

Air Force Strategic Control and Surveillance Forces Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	10.7	10.1	10.2
Reserve Components			
ANG	0.8	0.7	0.7
<u>Civilian</u>	0.9	0.9	1.0

Control and Surveillance (C&S) forces employ the following aircraft: one squadron of SR-71s for reconnaissance; 21 Post Attack Command and Control System (PACCS) aircraft which are used by the Strategic Air Command for Airborne Command posts, communication relay and launch controls centers, and three E-4A National Emergency Airborne Command Post aircraft. The ground environment activities include the NORAD Combat Operations Center in Cheyenne Mountain near Colorado Springs, which is the nerve center for aerospace defense of the North American Continent; three Ballistic Missile Early Warning sites; six Submarine Launched Ballistic Missile (SLBM) Detection and Warning sites (AM/FPS-85 radars also provide some SLBM coverage); seven SPACETRACK sites consisting of radars and Baker-Nunn cameras, including the FPS-85 phased array radar at Eglin AFB, FL; the ground data system for the satellite early warning program; three Air National Guard aircraft control and warning sites and portions of the National Military Command and Control System. Finally, C&S forces include communications and command and control support equipment. Some of the Worldwide Military Command and Control System (WWMCCS) automatic data processing resources are also included in this category.

FY 1977 changes in the active military manpower result from management initiatives to reduce manpower at the Shemya Radar site and the Cheyenne Mountain Complex and through telecommunications maintenance consolidation efforts.

The phased increase of support and communications for SPACETRACK stations and the transfer of the Perimeter Acquisition Radar (PAR) from the Army are the primary causes for the increase in active military in FY 1978. The PAR will be used to supplement the present missile warning network by providing more accurate information on the numbers of attacking missiles and their targets.

2. General Purpose Forces. Air Force General Purpose Forces are subdivided into Tactical Air Forces and Mobility Forces.

a. Tactical Air Forces. Tactical air forces primary mission manpower includes the air crews, aircraft organizational and intermediate maintenance personnel, and weapons systems security and munitions maintenance personnel. Also included are the personnel required for associated command functions, tactical air control systems, forward air control, and air liaison officers necessary to support Army and allied ground forces.

Civilian resources are programmed in the tactical forces to perform those jobs that do not require military personnel. The majority support War Reserve Materiel storage or serve as reserve forces technicians.

The following example, using the F-4E aircraft, is illustrative of the manner in which tactical air manpower requirements are derived:

Crews: The crew composition of the F-4E is two officers. The FY 1978 required crew ratio based on combat readiness requirements is 1.25 per aircraft. The 1.25 crew ratio means that for a squadron composed of 24 aircraft, 60 officers would be required in primary crew positions.

Maintenance: The tactical fighter maintenance manpower requirements contained in the President's FY 1978 Budget reflect the minimum necessary for wartime deployment requirements and aircrew combat capability. Maintenance manpower requirements for the F-4E were derived through simulation modeling based on inputs developed by employing industrial engineering techniques and experience gained during Southeast Asia operations.

The computer simulation model used was developed by the Air Force Logistics Command and the Rand Corporation and is called Logistics Composite Model (LCOM). LCOM was adapted as an essential element of the Air Force manpower requirements determination process. It simulates a maintenance environment which can be used to accurately predict wartime maintenance manpower requirements and is based on wartime planning requirements to support the national strategy. It considers the effect on maintenance manpower requirements of such factors as deployment/mobility operations, sortie rates, aircraft failure rates and spare parts availability. It also insures that sufficient maintenance

manpower is provided to allow the Air Force to meet wartime requirements for deploying certain units to multiple locations.

Using LCOM, the maintenance requirement for a 24 UE F-4E squadron has been determined to be 9 officers and 422 airmen.

Munitions. These requirements are based on management engineering statistical standards. Included in this area is the manpower required for: loading, unloading, arming and de-arming of committed munitions; inspection, testing and maintenance of all aircraft weapons release systems; maintenance, ammunition loadings, activation and deactivation of aircraft gun systems; and a 30-day capability for munitions maintenance, storage and handling. The factor for the F-4E is 5.9 manpower authorizations per aircraft.

Wing/Squadron Staff. These requirements are based on management engineering standards and manning guides. Included are the men required for squadron supervision and the squadron contribution to the wing staff. These personnel perform such jobs as command, operations, planning and scheduling, flying safety, quality control on aircrew training and proficiency. Each F-4E squadron requires 15 officers, 29 airmen, and 1 civilian.

Weapons System Security. These requirements are based on manpower standards. Security personnel are required for such jobs as entry control, close-in boundary support and security alert teams. The requirement for an F-4E squadron varies by command, location and alert commitments. Approximately 39 airmen per squadron is a representative requirement.

Application of Factors

(Typical F-4E squadron of 24 aircraft with personnel working 60 hours per week during wartime).

	<u>Officers</u>	<u>Airmen</u>	<u>Civilian</u>	<u>Total</u>
Crew: 24x2x1.25	60	0	-	60
Maintenance: simulation model	9	422	-	431
Munitions: 24x5.9	3	139	-	142
Wing/Squadron	15	29	1	45
Weapons System Security	0	39	-	39
Total	87	629	1	717

Manpower requirements for other types of tactical air forces squadrons are calculated in a similar manner. The following table displays Tactical Air Forces manpower:

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Active Force:			
Tactical Fighter Wings (TFW)	26	26	26
Reconnaissance Squadrons	9	9	9
Special Operations Squadrons	5	5	5
Airborne Warning and Control (AWACS) Unit Equipment (UE)		5	14
Reserve Forces:			
ANG Fighter/Attack Sq	29	29	28
ANG Reconnaissance Sq	8	8	8
AFR Fighter/Attack Sq	7	7	7
AFR Special Operations Sq	2	2	2

Air Force Tactical Air Force Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Military			
Active	72.9	82.3	84.9
Reserve Components			
ANG	40.2	41.0	40.0
AFR	5.2	5.3	5.4
Civilian	14.3	13.8	13.5

During FY 1977, there are substantial and significant enhancements to our Tactical Air Forces. Seventy-two F-15 and 24 A-10 aircraft are added to the active inventory, additional improvements are made in the tactical air control system located in the Second Allied Tactical Air Force area of NATO, deployment capabilities are increased, the first five Airborne Warning and Control System (AWACS) aircraft become operational, tactical and reconnaissance crew ratios are increased, and War Reserve Materiel resources are increased. The increases in FY 1977 active military manpower also reflect implementation of a new

combat aircrew training program to insure that our tactical fighter aircrews are capable of being immediately introduced into combat with a qualitative advantage.

The increases in active military for FY 1978 are attributable to additional combat enhancements. Although A-7 aircraft are transferred to the Air National Guard, there is a net increase of 24 fighter/attack UE aircraft to the active force as the Air Force gains 72 F-15s, 48 A-10s. To provide enhanced command and control of combat elements, the AWACS increases to 14 UE, and quantitative and qualitative equipment improvements are again made in our tactical air control systems. Additions to prepositioned War Reserve Materiel (WRM) are made in conjunction with the additional tactical fighter units and provide accessible weapon stores independent of vulnerable lines of transportation. Increases in security police for protection of nuclear weapons are also programmed.

Changes in reserve forces manpower result from changes in force size and composition as the reserve forces continue to receive modern weapon systems from the active force. The changes in civilian manpower are primarily attributable to reductions in reserve force technicians resulting from these force structure changes.

b. Mobility Forces: Manpower in this category includes the crews, maintenance, aerial port, supply, security and command personnel associated with mobility forces. The determination of these requirements is accomplished in a manner similar to procedures described in the sections on tactical air forces and the manpower requirements determination process. Civilian resources in the mobility forces are programmed to fill those requirements that do not require military personnel. Reserve forces technicians employed in associate airlift units are also included in civilian totals.

Air Force Mobility Forces

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Active Force</u>			
Tactical Airlift Sq	15	15	15
Strategic Airlift Sq	17	17	17
Aeromed Airlift Sq	3	3	3
Aerospace Rescue & Recovery Sq	5	5	5
<u>Reserve Force</u>			
Tactical Airlift Sq (ANG/AFR)	37	36	36
Strategic Airlift Sq (AFR-Assoc) 1/	17	17	17
Aeromed Airlift Sq (AFR-Assoc) 1/	1	1	1
Aerospace Rescue & Recovery Sq (ANG/AFR)	6	6	6

1/ Associate squadrons provide aircrews and maintenance personnel for utilization with active USAF squadrons. These include one C-9 aero-med squadron, four C-5A squadrons and 13 C-141 squadrons.

Air Force Mobility Forces Manpower (End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	40.5	39.3	38.0
Reserve Components			
ANG	14.0	13.8	15.1
AFR	29.1	29.3	29.3
<u>Civilian</u>	14.3	14.3	14.2

Active force manpower changes in FY 1977 reflect savings realized from the installation of the Dual Inertial Navigation System in C-141 aircraft and reductions in active force aerial port manpower.

Reductions in active force manpower in FY 1978 are primarily attributable to anticipated economies growing from the recent consolidation of airlift resources under the Military Airlift Command, reduction of 4 RC-135 aircraft, additional savings associated with the C-141 Inertial Navigation System, and completion of the Congressionally-directed realignment of aerial port wartime manpower resources to the reserve forces.

The FY 1978 increase in Air National Guard manpower is a result of the addition of one C-130 squadron. Increases in Air Force Reserve manpower associated with the aerial port transfer are offset by the elimination of one C-130 squadron.

3. Auxiliary Forces. Auxiliary Forces are subdivided into Intelligence, Centrally Managed Communications, Research and Development, Support to Other Nations and Geophysical Activities.

a. Intelligence. Air Force manpower requirements for this category are:

Air Force Intelligence Manpower
(End Strength in Thousands)

	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	19.4	20.0	19.4
<u>Civilian</u>	2.7	2.6	2.5

Budgeted manpower reductions in FY 1978 are a result of phased reductions to intelligence activities through equipment modernization and technological advancements, and the proposed conversion of Chicksands Royal Air Force Base, UK, base operating support to contractor operations. These reductions are partially offset by the added requirements for the implementation of mobile cryptologic activities and increased support to Defense intelligence agencies.

b. Centrally Managed Communications. Air Force manpower requirements for this category are:

Air Force Centrally Managed Communications
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	18.7	17.1	17.0
Reserve Components			
ANG	9.8	9.9	9.8
<u>Civilian</u>	5.2	5.3	5.2

The changes between FY 1970 and FY 1977 are attributable to the contracting of communication support at Alaskan Aircraft Control and Warning Sites, reduced communications support for Johnston Island test site, reductions associated with the phase in of optical character readers at selected communications centers, and military-to-civilian conversions. The FY 1978 reductions in the active force are a result of enhanced productivity associated with technological advancements such as the expanded use of optical character readers and the implementation of automated telecommunications programs, the inactivation of communications sites in Spain and the proposed contracting of the Kanto Plain microwave system.

c. Research and Development. Air Force manpower requirements for this category are:

Air Force Research and Development Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	17.8	16.2	15.1
<u>Civilian</u>	21.1	19.5	19.2

The changes between FY 1970 and FY 1977 reflect the transfer of Kirtland Air Force Base from this category to Central Support Forces (Base Operating Support), the transfer of support airlift resources to the DPPC General Purpose Forces (Mobility Forces), the transfer of full-time Foreign Military Sales resources to the Support to Other Nations category, and various military-to-civilian and in-house-to-contract conversions.

Reductions in FY 1978 active military and civilian manpower result from continued military-to-civilian conversions and the

contracting of various research and development support activities. Slight manpower increases associated with the expansion of the space transport system program partially offset the overall reductions in this category.

d. Support to Other Nations. Air Force manpower requirements for this category are:

Air Force Support to Other Nations Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	1.5	3.5	3.5
<u>Civilian</u>	0.4	2.6	2.7

The increases occurring in the active force end strengths are primarily attributable to changes in the Foreign Military Sales (FMS) function. In FY 1977, full-time FMS resources were realigned from other categories. This realignment was accomplished to clearly identify resources dedicated to the FMS workload. These fully-reimbursable authorizations primarily provide technical assistance and training in areas such as aircraft, ground radars, electronics, communications, logistics, basing and facilities, command and control, and electronic warfare. The transfer of the Defense Language Institute English Language Center to the Air Force from the Army also contributed to the FY 1977 increase. The increase in civilians in FY 1978 results from increased FMS workload.

e. Geophysical Activities. Air Force manpower requirements for this category are:

Air Force Geophysical Activities Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	8.7	8.3	8.2
Reserve Components			
ANG	0.5	0.6	0.6
AFR	0.5	0.5	0.5
<u>Civilian</u>	1.1	1.2	1.1

In FY 1977, reductions in Defense agency support, the reduction of three manual weather relays, consolidation of Air Force Communications Service and Air Weather Service maintenance activities, and reduction of weather observer and forecasting functions account for the reduction in active military manpower. The slight reductions in FY 1978 are attributable to management initiatives for better personnel utilization such as the combining of weather observer and forecasting specialities into a single career ladder.

4. Mission Support Forces. Mission Support Forces are subdivided into Reserve Components Support, Base Operating Support, Force Support Training, and Command.

a. Reserve Components Support. Air Force manpower requirements for this category are:

Air Force Reserve Components Support Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	0.5	0.5	0.6
Reserve Components			
ANG	2.1	2.2	2.3
AFR	0.4	0.3	0.3
<u>Civilian</u>	4.8	4.7	4.3

Active force manpower accounted for in the Reserve Component Support category totals stated above are employed in activities with area responsibilities such as Air Force Reserve numbered Air Forces and National Guard State headquarters, general administration activities such as the Air Reserve Personnel Center, operation and maintenance of Air National Guard and Air Force Reserve air bases, the Office of the Chief of Air Force Reserve and Headquarters Air Force Reserve, and the Air Force portion of the National Guard Bureau.

The change in FY 1978 active military manpower requirements reflects an increase due to the transfer of the consolidated reserve personnel office from Central Support (BOS). The civilian decreases are primarily attributable to in-service-to-contract conversion of Air National Guard range and field training activities, and the elimination of base caretakers at Hamilton Air Force Base.

b. Base Operating Support (BOS). Air Force manpower requirements for this category are:

Air Force Base Operating Support (Mission Support Forces) Manpower
(End Strength in Thousands)

	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	120.0	113.8	113.8
Reserve Components	...		
ANG	0.4	0.4	0.4
AFR	3.5	3.6	3.6
<u>Civilian</u>	58.6	53.1	51.2

Mission Support BOS personnel are an integral part of Air Force combat wings. They perform functions including, but not limited to, aircraft refueling, control tower operations, aircraft dispatch, airfield and facilities maintenance, fire protection and crash rescue, base security, personnel, supply and supply service and essential administrative management functions.

In FY 1977, there are increases associated with the transfer of Pacific and European support activities from the Army, the realignment of manpower from Central Support (BOS) resulting from Military Airlift Command (MAC) assuming operational control of Andrews and Bolling Air Force Bases and Tactical Air Command (TAC) assuming control of Albrook and Howard Air Force Bases, and increased requirements associated with the Freedom of Information and Privacy Acts. These increases, however, are more than offset by candidate base closure/close up realignment actions, the transfer of support airlift resources to General Purpose Forces (Mobility Forces), the transfer of commissary manpower to Central Support (BOS), savings from conversion of the Precision Approach Radar at certain locations to the less manpower intensive Instrument Landing System, and military-to-civilian and in-house-to-contract conversions.

In FY 1978, there are further decreases in both active military and civilian levels resulting from continued replacement of Precision Approach Radars with Instrument Landing Systems, the transfer of base level education activities to Central Support (BOS), reduced maintenance and support of Surveillance Radar sites, anticipated savings associated with the consolidation of all Department of Defense airlift into the Military Airlift Command, and improved civilian productivity. The active military reductions are offset by increases associated with transfer of Postal & Courier activities from Central Support Forces (Command).

c. Force Support Training. Manpower requirements for this category are:

Air Force Force Support Training Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	18.6	19.1	19.6
Reserve Components			
ANG	1.7	1.7	1.7
AFR	-	-	-
<u>Civilian</u>	2.0	2.1	2.1

The increases in active military manpower during FY 1977 and FY 1978 are partially attributable to additional F-5E tactical fighter training (aggressor) aircraft. By the end of FY 1978, there will be a total of four F-5E aggressor squadrons. These squadrons provide more realistic aircrew combat training than has been possible outside the actual combat environment and thus will allow for the development of maneuvers and combat tactics that will enhance the ability of aircrews to engage enemy forces. Also programmed for FY 1977 and FY 1978 are increases in training aircraft and range equipment supporting tactical forces. The FY 1978 increases are partially offset by reductions in maintenance for C-5/C-141 training aircraft. Air Force Reserve manpower is deleted because of the inactivation of the 705th Tactical Airlift Training Squadron.

d. Command. Air Force manpower requirements for Command are:

Air Force Command (Mission Support Forces) Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	19.1	18.3	18.1
Reserve Components			
AFR	7.0	8.3	6.6
<u>Civilian</u>	3.8	3.9	3.8

Changes in active force manpower levels in this category are primarily due to the transfer of mission evaluation squadrons to other categories and reductions in Air Force management headquarters such as the inactivation of Aerospace Defense Command's Fourteenth Aerospace Force headquarters at Ent AFB, Colorado. FY 1978 reductions are due, in part, to the termination of the Air Combat Evaluation/Air Intercept Missile Evaluation (ACEVAL/AIMVAL) Test.

The Air Force Reserve strength changes are due to changes in the Mobilization Augmentee (MA) Program.

5. Central Support Forces. Central Support Forces are comprised of Base Operating Support, Medical Support, Personnel Support and Individual Training, Command, Logistics, and Federal Agency Support.

a. Base Operating Support. Manpower requirements for this category are:

Air Force Base Operating Support (Central Support Forces) Manpower
(End Strength in Thousands)

	<u>FY 70</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	20.9	16.1	15.1
<u>Civilian</u>	30.3	33.7	33.4

The reductions in FY 1977 active military are primarily attributable to the transfer of Andrews and Bolling Air Force Bases to MAC, Albrook, Howard, and Moody Air Force Bases to TAC (Mission Support BOS), and the transfer of maintenance functions at Wright-Patterson Air Force base to other categories and candidate base closure actions. These reductions are partially offset by the transfer of Kirtland AFB from the R&D category. The civilian increases are primarily attributable to the realignment of all commissary manpower authorizations into this category from Mission Support Forces (BOS) and to the substitution of part-time and intermittent for full-time employees in the commissary stores -- at a savings in dollars but at the cost of additional end strength. Offsetting strength increases are anticipated savings from initiatives to streamline commissary operations.

In FY 1978, the active force reductions result primarily from base operating support activity changes and proposed candidate base closure actions. Civilian strengths are fairly stable as in-service-to-contract conversions, and efficiencies in commissary operations are offset by further increases in part-time and intermittent commissary employees.

b. Medical Support. Manpower requirements for this category are:

<u>Air Force Medical Support Manpower</u> (End Strength in Thousands)			
	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	32.4	32.3	32.6
Reserve Components			
AFR	1.5	1.9	1.7
<u>Civilian</u>	7.4	7.7	7.6

In FY 1978 there are slight manpower increases associated with family practice, manpower support of the Occupational Safety and Health Act (OSHA), and increased accessions.

c. Personnel Support. Manpower requirements in this category are:

<u>Air Force Personnel Support Manpower</u> (End Strength in Thousands)			
	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	6.9	7.1	7.1
<u>Civilian</u>	1.2	1.4	1.4

The Air Force operates about 900 recruiting offices and contributes manpower to the 66 Armed Forces Entrance and Examination Stations (AFEES). Air Force manpower requirements in support of investigative activities, personnel processing, and the Air Force Aerial Demonstration Team are also included in this category.

The change in FY 1977 is attributable to increases in recruiters. Increased recruiting efforts are required if the Air Force is to maintain its required manpower levels with an all-volunteer force.

d. Individual Training. Manpower Requirements in this category are:

Air Force Individual Training Active Manpower 1/
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	23.6	21.9	21.9
<u>Civilian</u>	6.7	6.4	6.3

1/ Includes instructors and training staff. Does not include active trainees, students, or cadets; reserve component trainees or students; or ROTC cadets in training in civilian status.

Active force Individual Training manpower changes are the net result of a number of actions. The decrease in FY 1977 is primarily attributable to manpower savings resulting from management initiatives to reduce student training time through course consolidations, elimination of nonessential training, and improved training methodology.

In FY 1978 there are manpower increases associated with increased accessions, phased increase in the Airmen Education and Commissioning Program, and the transfer of base level education activities from other categories. These increases are partially offset by additional manpower savings associated with streamlining training and improved utilization of training assets.

Detailed justification of training requirements is in the FY 1978 Military Manpower Training Report.

e. Command. The following table displays the military and civilian manpower associated with this function.

Air Force Command (Central Support Forces) Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	13.1	12.5	11.7
<u>Civilian</u>	10.6	10.7	10.5

Reductions in Air Force management headquarters and continued implementation of the Joint Uniformed Military Pay System (JUMPS) are the primary reasons for changes reflected in FY 1977. Decreases associated with JUMPS and reduced civilian employment levels contribute to the reductions in FY 1978. The majority of the reductions, however, result from the transfer of postal and courier activities to the Mission Support (BOS) category.

f. Logistics. Manpower requirements for logistics are:

<u>Air Force Logistics Manpower</u> (End Strength in Thousands)			
	<u>FY 70</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	4.3	4.3	4.3
Reserve Components			
AFR	0.4	0.4	0.4
<u>Civilian</u>	68.8	66.3	68.1

Air Force manpower needs for central supply and maintenance activities depend on the size and activity level of the mission force, the amount of logistics support provided at unit and installation level, depot maintenance repair rates, wartime surge requirements, and the "cost effectiveness" trade-off between performing maintenance in service-operated facilities -- including those of the Army, Navy, and Air Force -- or by private industry (contract). These manpower requirements are primarily based on aircraft and missile inventories and flying hours.

The FY 1977 decrease in civilian manpower is largely attributable to force structure and activity changes, the Depot Plant Modernization Program and other productivity improvement efforts programmed in the FY 1977 President's Budget. There were also resource transfers such as the realignment of Foreign Military Sales manpower to the Support to Other Nations category.

Subsequent to the FY 1977 President's Budget, completed management engineering standards in the distribution and procurement functions and enhancements in the process for identifying wartime requirements confirmed the growing concern in the Air Force that projected logistics manpower levels would result in a severe logistics readiness shortfall. The increase in FY 1978 (still below the FY 1970 level) accommodates force structure/activity changes and reduces the magnitude of the projected logistics readiness shortfall.

g. Federal Agency Support. Manpower requirements in this category are:

Air Force Federal Agency Support Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active	0.2	0.3	0.3
<u>Civilian</u>	*	0.1	0.1

* Fewer than 50.

The increase in FY 1977 reflects miscellaneous adjustments in reimbursable military manpower assigned to other Federal departments and agencies and the transfer of reimbursable National Aeronautics and Space Administration (NASA) support manpower from other categories.

6. Individuals. The following table summarizes manpower requirements for Individuals (transients, patients, trainees, students, and Air Force Academy Cadets).

Air Force Individuals Manpower
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
<u>Military</u>			
Active			
Transients	20.9	18.6	18.5
Patients/Prisoners/Holdees	0.9	1.0	1.0
Trainees/Students	33.9	37.7	38.0
Cadets	4.4	4.3	4.3
Total	60.1	61.7	61.9
Reserve Components			
Trainees/Students			
ANG	1.7	2.4	2.4
AFR	0.9	2.0	2.0

Overall reductions in the transient account reflect reductions in the PCS move program.

The increase in reserve components trainees and students in FY 1977 is due to increased numbers of personnel programmed to enter initial military duty.

D. FY 1979 Air Force Manpower Request.

Authorization Request. The Air Force requests 572,689 active military spaces and 257,075 civilians positions for FY 1979. Within this relatively stable program, the Air Force continues to seek ways of improving manpower utilization -- using resources freed through management initiatives and technological advancements to make essential improvements in combat capability.

In FY 1979, the Air Force plans to continue to enhance its general purpose forces with the phased increases in A-10, F-15, F-16 and AWACS aircraft. There are added manpower requirements associated with increases in the tactical drone program, equipment at fighter weapon ranges, and prepositioned WRM storage.

The Air Force Satellite Communications Program, Space Transport System, and SPACETRACK Systems also require manpower increases in FY 1979.

The manpower required to support these programs is obtained primarily from resources freed through such initiatives as the initial implementation of the Joint Surveillance System (JSS). The JSS significantly reduces manpower required to support aircraft warning and control activities. Continued efforts to modernize cryptologic equipment coupled with the expanded use of optical character readers, installation of the Inertial Navigation Systems on C-141 aircraft and instrument landing systems, continue to be important sources for manpower from which combat capability improvements are made.

The FY 1979 Air National Guard strength of 94,000 and Air Force Reserve strength of 51,800 reflect continued efforts to modernize reserve components through the introduction of newer weapon systems.

Air Force Manpower Requirements
(End Strength in Thousands)

	<u>Military</u>		<u>Civilian</u>	
	<u>FY 78</u>	<u>FY 79</u>	<u>FY 78</u>	<u>FY 79</u>
<u>Strategic Forces</u>	78.8	77.0	9.1	9.0
Strategic Offensive	57.1	57.1	3.8	3.9
Strategic Defensive	11.5	9.5	4.2	4.1
Strategic Control & Surveillance	10.2	10.4	1.0	1.0
<u>General Purpose Forces</u>	122.9	123.5	27.7	27.7
Land Forces	-	-	-	-
Tactical Air Forces	84.9	85.6	13.5	13.6
Naval Forces	-	-	-	-
Mobility Forces	38.0	37.9	14.2	14.1
<u>Auxiliary Forces</u>	63.3	62.1	30.7	30.5
Intelligence	19.4	18.2	2.5	2.4
Centrally Managed Communications	17.0	17.1	5.2	5.1
Research & Development	15.1	15.1	19.2	19.2
Support to Other Nations	3.5	3.3	2.7	2.6
Geophysical Activities	8.2	8.2	1.1	1.1
<u>Mission Support Forces</u>	152.1	151.9	61.4	61.2
Reserve Components Support	0.6	0.6	4.3	4.1
Base Operating Support	113.8	113.7	51.2	51.2
Force Support Training	19.6	19.3	2.1	2.1
Command	18.1	18.3	3.8	3.8
<u>Central Support Forces</u>	93.0	93.5	127.4	128.7
Base Operating Support	15.1	15.2	33.4	34.4
Medical Support	32.6	32.8	7.6	7.7
Personnel Support	7.1	7.0	1.4	1.4
Individual Training	21.9	22.1	6.3	6.4
Command	11.7	11.8	10.5	10.5
Logistics	4.3	4.3	68.1	68.3
Federal Agency Support	0.3	0.3	0.1	0.1
<u>Subtotal-Force Structure Allowance</u>	<u>510.2</u>	<u>508.0</u>	<u>256.2</u>	<u>257.1</u>
<u>Individuals</u>	61.9	64.7	-	-
Transients	18.5	18.9	-	-
Patients, Prisoners & Holdees	1.0	1.0	-	-
Trainees & Students	38.0	40.4	-	-
Cadets	4.3	4.3	-	-
<u>Total</u>	<u>572.0</u>	<u>572.7</u>	<u>256.2</u>	<u>257.1</u>

Note: Detail may not add to totals due to rounding.

Air Reserve Forces Manpower Requirements
(Selected Reserve End Strength in Thousands)

	<u>Air National Guard</u>		<u>Air Force Reserve</u>	
	<u>FY 78</u>	<u>FY 79</u>	<u>FY 78</u>	<u>FY 79</u>
<u>Strategic Forces</u>	20.7	20.8	2.3	2.3
Strategic Offensive	11.3	11.4	1.8	1.8
Strategic Defensive	8.7	8.7	0.5	0.5
Strategic Control & Surveillance	0.7	0.7	-	-
<u>General Purpose Forces</u>	55.1	56.0	34.6	34.4
Land Forces	-	-	-	-
Tactical Air Forces	40.0	40.8	5.4	5.2
Naval Forces	-	-	-	-
Mobility Forces	15.1	15.2	29.3	29.2
<u>Auxiliary Forces</u>	10.4	10.4	0.5	0.5
Intelligence	-	-	-	-
Centrally Managed Communications	9.8	9.8	-	-
Research & Development	-	-	-	-
Support to Other Nations	-	-	-	-
Geophysical Activities	0.6	0.6	0.5	0.5
<u>Mission Support Forces</u>	4.4	4.4	10.5	10.5
Reserve Components Support	2.3	2.3	0.3	0.3
Base Operating Support	0.4	0.4	3.6	3.6
Force Support Training	1.7	1.7	-	-
Command	-	-	6.6	6.6
<u>Central Support Forces</u>	-	-	2.1	2.1
Base Operating Support	-	-	-	-
Medical Support	-	-	1.7	1.7
Personnel Support	-	-	-	-
Individual Training	-	-	-	-
Command	-	-	-	-
Logistics	-	-	0.4	0.4
Federal Agency Support	-	-	-	-
<u>Subtotal-Force Structure Allowance</u>	90.6	91.6	50.0	49.8
<u>Individuals</u>	2.4	2.4	2.0	2.0
Transients	-	-	-	-
Patients, Prisoners & Holdees	-	-	-	-
Trainees & Students	2.4	2.4	2.0	2.0
Cadets	-	-	-	-
<u>Total</u>	93.0	94.0	52.1	51.8

Note: Detail may not add to totals due to rounding.

CHAPTER XIV

DEFENSE AGENCY MANPOWER REQUIREMENTS

A. Introduction

This chapter addresses the manpower requirements of the:

Office of the Secretary of Defense (OSD) .
- Staff
- Operating Activities 1/
Organization of the Joint Chiefs of Staff (OJCS)
Office of Overseas Dependents Education (OODE)
Defense Advanced Research Projects Agency (DARPA)
Defense Communications Agency (DCA)
Defense Contract Audit Agency (DCAA)
Defense Civil Preparedness Agency (DCPA)
Defense Intelligence Agency (DIA)
Defense Investigative Service (DIS)
Defense Mapping Agency (DMA)
Defense Nuclear Agency (DNA)
Defense Logistics Agency (DLA) 2/
Uniformed Services University of the Health Sciences (USUHS)

These organizations, collectively called the Defense Agencies for the purposes of this report, perform specialized functions supporting the entire Department of Defense. The National Security Agency is excluded from this report for security reasons.

B. Manpower Requirements

The manpower requirements of the combined Defense Agencies are shown in the following table. All military strengths displayed in the table and throughout this chapter are included in Service strengths in the preceding chapters. In all tables in this chapter, detail may not add to totals due to rounding.

1/ Includes personnel assigned to the Office of Information for the Armed Forces, the US Court of Military Appeals, the Defense Security Assistance Agency, the Civilian Health and Medical Program of the Uniformed Services, the Defense Manpower Data Center, the Defense Audit Service, and the Tri-Service Medical Information System Project Office.

2/ Formerly called Defense Supply Agency (DSA).

Defense Agency Manpower Requirements
(End Strength in Thousands)

	<u>FY TQ</u> <u>Plan</u>	<u>FY TQ</u> <u>Actual</u>	<u>FY 77</u>	<u>FY 78</u>
Military	8.4	7.9	7.4	7.2
Civilian, Direct Hire and Indirect Hire	82.7	78.5	80.2	79.0
Total	91.2	86.4	87.6	86.2

The FY 19TQ data shown throughout the remainder of this chapter are actual strengths as contrasted to manpower space authorizations in the FY 1977 and FY 1978 columns. Actual civilian strengths are typically below authorizations because vacated positions cannot always be immediately refilled. This "vacancy rate" accounts for all apparent FY 19TQ to FY 1977 civilian increases in this chapter unless otherwise indicated.

The total Defense Agency manpower requirement decreases 900 between end-FY 1977 and end-FY 1978. This reduction is largely attributable to the Department's effort to restrain the growth of manpower costs by improving productivity.

The mission and associated manpower requirement of each agency are discussed in the following paragraphs. At the end of this chapter, the combined Defense Agency manpower requirement is displayed by DPPC.

1. Office of the Secretary of Defense (OSD).

a. Staff. OSD staff provides the Secretary of Defense with the analytical capability, specialized expertise, and administrative support necessary for him to fulfill his management responsibilities over the vast and complex operations of the Defense Department.

OSD manpower requirements are shown in the following table.

	<u>OSD Manpower Requirements</u> (End Strength in Thousands)		
	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Military	0.6	0.6	0.5
Civilian	1.7	1.6	1.6
Total	2.3	2.1	2.1

The reduction in FY 1977 is due primarily to the transfer of audit resources to the newly established Defense Audit Service as part of an effort to delegate responsibilities to lower management echelons.

b. Operating Activities of OSD. "Operating Activities" comprises seven separate organizations which do not directly support the Secretary of Defense but which, because of their relatively small size and for the sake of efficiency, draw upon the administrative resources of OSD rather than set up duplicative operations of their own.

These seven small specialized organizations are described below. The last two are newly established.

(1) The Office of Information for the Armed Forces (OIAF) is responsible for the DoD Armed Forces Information Program including the dissemination of all internal information and the management of materials and resources used in support of such programs.

(2) The US Court of Military Appeals serves as the supreme court of the United States system of military justice. It has jurisdiction of every court-martial case involving death, flag or general officers, dismissals, discharges, confinement for one year or more, and certain military justice cases of lesser penalties.

(3) The Defense Security Assistance Agency (DSAA) is responsible for management of the DoD Security Assistance and Foreign Military Sales Programs.

(4) The Civilian Health and Medical Program of the Uniformed Services (CHAMPUS) manages the payment for medical care in non-military facilities for retired members and for dependents or survivors of active or retired members.

(5) The Defense Manpower Data Center is the central repository of information used by OSD in analyzing the complexities of the Department's most important and costly resource -- manpower.

(6) The newly established Defense Audit Service (DAS) -- formed from audit resources of the Military Departments, the Defense Logistics Agency, and OSD -- will plan and conduct audits of OSD, the Unified and Specified Commands, the Defense Agencies, the Security Assistance Program and other DoD-wide programs.

(7) The newly established Tri-Service Medical Management Information System (TRIMIS) Program Office will centrally manage the development and application of standardized automated systems to improve the effectiveness and economy of health care in the military services.

The combined manpower requirement of the operating activities of OSD is shown in the following chart.

Manpower Requirements
Operating Activities of OSD
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Military	0.1	0.1	0.1
Civilian	0.5	0.9	0.9
Total	0.6	1.0	1.0

The FY 1977 increase is due primarily to establishment of the two new activities, DAS and TRIMIS.

2. Organization of the Joint Chiefs of Staff (OJCS).

OJCS provides military expertise and technical and administrative support to the Chairman and the Joint Chiefs of Staff in discharging their statutory responsibilities as the principal military advisors to the President and the Secretary of Defense. OJCS manpower requirements are as follows:

OJCS Manpower Requirements
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Military	1.0	1.0	1.0
Civilian	0.3	0.3	0.3
Total	1.3	1.3	1.3

A 15% reduction in OJCS which, in last year's report, had been programmed for FY 1977, actually was accomplished by end FY 1979. Successful achievement of the goal is reflected in all years in the above table.

3. Office of Overseas Dependents Education (OODE).

OODE administers the primary and secondary schools which are operated for the dependents of Defense personnel assigned overseas.

OODE Manpower Requirements
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Civilian Only	9.6	9.8	9.6

The FY 1978 reduction reflects planned improvements in the efficiency of OODE.

4. Defense Advanced Research Projects Agency (DARPA).

DARPA directs and manages advanced research projects which are assigned to the Military Departments, other government agencies, or commercial or educational research institutions.

The following table shows DARPA's manpower requirements.

<u>DARPA Manpower Requirements</u> (End Strength in Thousands)			
	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
Military	*	*	*
Civilian	0.1	0.1	0.1
Total	0.1	0.1	0.1

*Fewer than 50 spaces.

5. Defense Communications Agency (DCA).

The continuing responsibilities of DCA include system engineering and management, leasing communications circuits, and some procurement of services, facilities, and equipment for the following:

- Defense Communication Systems;
- Military Satellite Communications;
- National Military Command System;
- Worldwide Military Command and Control System.

DCA's manpower requirements are shown on the following table.

<u>DCA Manpower Requirements</u> (End Strength in Thousands)			
	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
Military	1.4	1.4	1.4
Civilian	1.6	1.7	1.6
Total	3.1	3.1	3.1

The slight reduction in FY 1978 reflects improved productivity.

6. Defense Contract Audit Agency (DCAA).

DCAA provides the procurement and contract administration activities of the Department with financial information and advice on proposed or existing contracts and contractors. The Agency's services are used in connection with negotiation, administration and settlement of contract payments and prices. DCAA also provides audit services to 27 other Federal departments and agencies. Prime among these is the National Aeronautics and Space Administration.

DCAA manpower requirements are as follows:

DCAA Manpower Requirements
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Civilian Only	3.4	3.4	3.5

The small increase in FY 1978 is due to greater contract audit workload primarily from increased DoD procurement.

7. Defense Civil Preparedness Agency (DCPA).

DCPA's mission is to provide an effective National Civil Defense Program in accordance with the Federal Civil Defense Act of 1950, as amended. At the state and local level, DCPA will continue to support the preparedness base upon which we would build in time of crisis. Under the authority of the Federal Civil Defense Act of 1950, civil defense assistance must continue to focus primary attention on preparing for an enemy attack upon the United States. However, Federal assistance to state and local governments for emergency preparedness may include activities relating to peacetime disaster when such assistance benefits both attack and peacetime preparedness activities.

DCPA manpower requirements are as follows:

DCPA Manpower Requirements
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Military	*	*	*
Civilian	0.6	0.6	0.6
Total	0.6	0.6	0.6

*Fewer than 50 spaces.

8. Defense Intelligence Agency (DIA).

The primary mission of DIA is to produce for the Secretary of Defense and Joint Chiefs of Staff finished, all-source foreign military intelligence products and estimates; determine information gaps and validate intelligence collection requirements; provide plans, programs, policies, and procedures for DoD intelligence collection activities; produce or manage the production of DoD scientific and technical intelligence; provide DoD current and indications and warning intelligence; serve as the J-2 of JCS; and operate the Defense attache system.

The DIA supports the intelligence requirements of the Secretary of Defense, Joint Chiefs of Staff, Unified and Specified Commands, Military Departments, the National Security Council, various other departments of the Executive Branch, and Congressional Committees.

The table below shows DIA manpower requirements:

	<u>DIA Manpower Requirements</u> (End Strength in Thousands)		
	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Military	1.8	1.8	1.8
Civilian	2.5	2.6	2.5
Total	4.4	4.4	4.4

The minor FY 1978 reduction is due to improved productivity.

9. Defense Investigative Service (DIS).

DIS performs personnel security investigations for the DoD components to determine the suitability of an individual for employment in a position of trust within the Department or a facility performing under classified contracts. DIS also performs criminal investigations and crime prevention surveys for the Defense Logistics Agency, and conducts special investigations as directed by the Secretary of Defense.

The following table shows the manpower requirements of the DIS.

	<u>DIS Manpower Requirements</u> (End Strength in Thousands)		
	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Military	0.6	0.4	0.3
Civilian	1.2	1.4	1.5
Total	1.8	1.8	1.8

In reviewing the FY 1976 President's Budget, the Congress directed that civilians replace most of the current military manpower in the agency. The table above reflects the directed civilian substitution program that will extend through end-FY 1979, at which time there will be 1,590 civilian and 200 military spaces.

10. Defense Mapping Agency (DMA).

DMA produces and distributes aeronautical, hydrographic, and topographic products for all DoD components and manages and coordinates all DoD mapping, charting, and geodesy activities. The agency also executes DoD mapping responsibilities under international and inter-agency agreements. DMA has statutory responsibility for providing nautical charts and marine navigation data for all vessels of the United States.

DMA manpower requirements are depicted below.

DMA Manpower Requirements
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Military	0.6	0.4	0.4
Civilian	7.5	7.5	7.4
Total	8.2	8.0	7.9

DMA manpower is decreasing due to improved productivity.

11. Defense Nuclear Agency (DNA).

DNA is the consolidated manager of the DoD nuclear weapons stockpile. The Agency also manages the nuclear weapon effects test and development programs. DNA manpower requirements are shown in the following table.

DNA Manpower Requirements
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Military	0.5	0.5	0.5
Civilian	0.6	0.6	0.6
Total	1.1	1.2	1.1

Improved productivity is reflected in a slight FY 1978 manpower reduction.

12. Defense Logistics Agency (DLA).

DLA (formerly the Defense Supply Agency) provides common supplies and services to the Military Departments and other Defense components. Supply management responsibilities include clothing, subsistence and medical goods, industrial and construction material, and petroleum products. Common services rendered by DLA include contract administration and surplus property disposal.

DLA is the largest of the Defense Agencies, accomplishing its varied mission through 88 field activities located in the United States and overseas. The manpower required for DLA's extensive operations is displayed in the following table.

DLA Manpower Requirements
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Military	1.1	1.1	1.1
Civilian	49.0	49.4	48.6
Total	50.1	50.5	49.7

Increased efficiency in the largest agency produces significant manpower savings. Due primarily to improved productivity, DLA's manpower requirement decreases by 800 in FY 1978.

13. Uniformed Services University of the Health Sciences (USUHS).

The Secretary of Defense has decided to terminate USUHS before 30 September 1977. The students currently enrolled will continue their education at civilian institutions.

Strength authorizations for military and civilian staff and instructors are deleted as of end-FY 1978. Military personnel currently assigned to the University as staff or instructors will be reassigned within their parent service. Every effort will be made to assure that suitable reemployment opportunities are provided to the current civilian employees of USUHS.

USUHS Manpower Requirements
(End Strength in Thousands)

	<u>FY TQ</u>	<u>FY 77</u>	<u>FY 78</u>
Military	*	*	-
Civilian	0.1	0.2	-
Total	0.1	0.2	-

*Fewer than 50 spaces.

C. FY 1979 Defense Agency Manpower Requirements.

Defense Agency total manpower requirements do not change substantially in FY 1979. However, several individual agency changes are programmed.

- Defense Investigative Service completes its Congressionally-directed civilianization program, shifting 100 spaces from military to civilian manpower.

- Further planned efficiencies reduce the Defense Logistics Agency civilian requirement by 200.

D. Manpower Requirements By DPPC.

The following tables show the military and civilian requirements of the combined Defense Agencies, arrayed by DPPC.

DEFENSE AGENCIES MILITARY 1/ MANPOWER REQUIREMENTS
(End Strength in Thousands)

	FY 76 Actual	FY 77 FY 78 Budget	FY 78 FY 79 Budget	FY 79 Auth.
<u>Strategic Forces</u>	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>
Strategic Offensive	-	-	-	-
Strategic Defensive	*	*	*	*
Strategic Control & Surveillance	0.4	0.4	0.4	0.4
<u>General Purpose Forces</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Land Forces	-	-	-	-
Tactical Air Forces	-	-	-	-
Naval Forces	-	-	-	-
Mobility Forces	-	-	-	-
<u>Auxiliary Forces</u>	<u>3.9</u>	<u>3.8</u>	<u>3.6</u>	<u>3.6</u>
Intelligence	1.9	1.9	1.9	1.8
Centrally Managed Communications	1.2	1.1	1.1	1.1
Research & Development	0.2	0.2	0.2	0.2
Support to Other Nations	*	*	*	*
Geophysical Activities	0.7	0.6	0.4	0.4
<u>Mission Support Forces</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Reserve Components Support	-	-	-	-
Base Operating Support	-	-	-	-
Force Support Training	-	-	-	-
Command	-	-	-	-
<u>Central Support Forces</u>	<u>3.9</u>	<u>3.7</u>	<u>3.4</u>	<u>3.2</u>
Base Operating Support	0.1	0.1	0.1	0.1
Medical Support	*	*	*	*
Personnel Support	0.8	0.7	0.5	0.4
Individual Training	*	*	-	-
Command	1.7	1.6	1.5	1.5
Logistics	1.2	1.2	1.3	1.3
Federal Agency Support	-	-	-	-
<u>Subtotal-Force Structure Allowance</u>	<u>8.2</u>	<u>7.9</u>	<u>7.4</u>	<u>7.1</u>
<u>Individuals</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Transients	-	-	-	-
Patients, Prisoners & Holdees	-	-	-	-
Trainees & Students	-	-	-	-
Cadets	-	-	-	-
<u>Total</u>	<u>8.2</u>	<u>7.9</u>	<u>7.4</u>	<u>7.1</u>

Note: Detail may not add to totals due to rounding.

1/ Military strengths in Agencies are also included in Service tables.
NSA manpower is excluded due to security reasons.

DEFENSE AGENCIES 1/ CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	FY 76 Actual	FY TQ	FY 77 FY 78 Budget	FY 78 Budget	FY 79 Auth.
<u>Strategic Forces</u>	<u>1.2</u>	<u>1.1</u>	<u>1.2</u>	<u>1.2</u>	<u>1.2</u>
Strategic Offensive	-	-	-	-	-
Strategic Defensive	0.6	0.6	0.6	0.6	0.6
Strategic Control & Surveillance	0.5	0.5	0.6	0.6	0.6
<u>General Purpose Forces</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Land Forces	-	-	-	-	-
Tactical Air Forces	-	-	-	-	-
Naval Forces	-	-	-	-	-
Mobility Forces	-	-	-	-	-
<u>Auxiliary Forces</u>	<u>11.7</u>	<u>11.6</u>	<u>11.6</u>	<u>11.5</u>	<u>11.5</u>
Intelligence	2.6	2.6	2.6	2.6	2.6
Centrally Managed Communications	1.1	1.1	1.1	1.1	1.1
Research & Development	0.3	0.3	0.3	0.3	0.3
Support to Other Nations	0.1	0.1	0.1	0.1	0.1
Geophysical Activities	7.6	7.5	7.5	7.4	7.4
<u>Mission Support Forces</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Reserve Components Support	-	-	-	-	-
Base Operating Support	-	-	-	-	-
Force Support Training	-	-	-	-	-
Command	-	-	-	-	-
<u>Central Support Forces</u>	<u>59.7</u>	<u>65.8</u>	<u>67.4</u>	<u>66.4</u>	<u>66.3</u>
Base Operating Support	6.3	5.9	6.3	5.9	5.8
Medical Support	0.2	0.2	0.2	0.2	0.2
Personnel Support	3.6	10.7 <u>2/</u>	11.3	11.2	11.3
Individual Training	*	0.1	0.2	-	-
Command	5.9	5.9	6.2	6.3	6.3
Logistics	43.7	43.1	43.1	42.7	42.6
Federal Agency Support	-	-	-	-	-
<u>Total</u>	<u>72.5</u>	<u>78.5</u>	<u>80.2</u>	<u>79.0</u>	<u>79.0</u>

Note: Detail may not add to totals due to rounding.

1/ Excludes NSA manpower due to security reasons.

2/ The FY 19TQ increase in Personnel Support is entirely due to the change in fiscal year end from June to September. Over 7,000 personnel associated with education of dependents overseas work only during the school year and so appear on the roles in September but not in June.

*Fewer than 50 spaces.

PART C - Special Analyses

Part C contains special analyses of three subjects related to the Defense manpower program.

- Chapter XV - Cost of Manpower
- Chapter XVI - Women in the Military
- Chapter XVII - Manpower Data Structure

CHAPTER XV

COST OF MANPOWER

A. Introduction

DoD outlays for manpower will be about \$61 billion in FY 1978. This represents 56% of the total FY 1978 DoD budget and continues the recent decrease in the percent of the total DoD budget taken by manpower. Looking back to FY 1964, three distinct periods can be seen:

1. FY 1964-1968 -- when the Defense budget grew quickly and manpower costs grew with the budget:
2. FY 1968-1976 -- when total Defense spending was almost level and manpower costs grew; and
3. FY 1976-1978 -- when there has been only modest growth in manpower costs, due largely to inflation, while the rest of the Defense program has expanded in real terms. Thus the percent of the budget spent on manpower has decreased.

During FY 1964-1978, pay to retired military people grew from \$1.2 billion in FY 1964 to a projected \$9.1 billion in FY 1978. The cost of retired pay is expected to continue to increase for the next five years and beyond independent of force structure actions or manpower policies. Other manpower costs are projected to remain stable, growing only with inflation.

DoD manpower costs are explained in the following sections of this chapter:

- Defense Manpower Program
- Cost Categories and Notes
- Manpower Cost Trends
- Detailed FY 1978 Manpower Costs
- Current GS and Military Pay Rates
- Budget proposals

B. Defense Manpower Program

The Federal budget is organized by functional area. One functional area is 050-National Defense, which consists of four functions:

- 051-Military Functions
- 052-Military Assistance
- 053-Atomic Energy Defense Activities
- 054-Defense-Related Activities

Two of these functions, 051-Military Functions and 052-Military Assistance, are commonly referred to collectively as the Defense budget. The FY 1978 funds under the 050-National Defense Function in the President's FY 1978 Budget are:

Table 1
FY 1978 050-National Defense
(\$ Millions)

	<u>Total Obligational Authority (TOA)</u>	<u>Budget Authority (BA)</u>	<u>Outlays</u>
051-Military Functions	119,345	118,929	109,166
052-Military Assistance	1,028	-1,220	576
Subtotal (Defense Budget)	120,373	117,709	109,742
053-Atomic Energy Defense Activities	NA	2,380	2,162
054-Defense-Related Activities	NA	49	45
Reductions for Offsetting Receipts	NA	-3	-3
Total (050-National Defense)	NA	120,136	111,947

All military and civilian employees are funded under the Defense budget, except those noted below.

Table 2
Total Defense Manpower Program for End FY 1978
(Strength in Thousands)

	Funded Under Defense Budget		Not Funded Under the	
	Included in DoD Strength Authorizations	Excluded from DoD Strength Authorizations	Civil Functions	Non Appropriated
				Total
<u>Military Personnel</u>				
Active Duty	2,089	1 a/	* b/	2,090
Reserve Paid Drill	839			839
Individual Ready Reserve		435		435
Retired		1,244		1,244
<u>Civilian Personnel</u>				
Direct Hire	943 c/	8 d/	33	984
Indirect Hire	87			87
Nonappropriated				185 e/
Private Sector		2,000 f/		2,000
Total	3,959	3,688	33	7,646

a/ Approximately 600 Reservists serving on statutory tours of active duty. These personnel are paid from the Reserve Military Appropriations.

b/ Active military assigned to Army Corps of Engineers paid from Civil Works Appropriations; authorized strength is 427 for FY 1978.

c/ Includes 64,200 National Guard and Reserve civilian technicians who are also members of the Selected Reserve. Excludes employees of the National Security Agency.

d/ Student and disadvantaged youth programs; estimate is based on actual strengths on 30 September 1975 and 1976.

e/ Estimated number of PX and club employees paid from receipts.

f/ Estimated employment in defense related industry.

* Fewer than 500.

Note: Detail may not add to totals due to rounding.

There are two general classifications of DoD personnel: military and civilian.

- Military Personnel. Military members are either on active duty or in one of the Reserve Components.

- Active duty personnel are full-time members of the Armed Forces.

- Ready Reserve consists of the Selected Reserve and the Individual Ready Reserve (IRR). Selected Reserve members receive pay for attending drills and annual duty for training, and are subject to recall to active duty in an emergency. Members of the IRR are personnel with previous military service who are subject to recall in the case of emergency. Most do not train and most have some period of obligated service remaining under their enlistment contract.

- Standby Reserve members have served on active duty and most have service, usually one year or less remaining under their six year obligation. They are not eligible for pay and are not included in the Strength Summary of Table 2. (Standby reservists can participate in drills to earn retirement credits.) Congressional action is necessary for mobilization of the Standby Reserve.

- Retired Military Personnel are being compensated for previous service and are subject to recall. Persons with 20 years of active duty or who are retired for physical reasons receive retired pay upon retirement. (Retired reserve personnel with less than 20 years of active duty and under 60 years old are not paid, and are not included in the Strength Summary of Table 2.)

- Civilian Personnel. Civilian employees funded under the Defense budget are either direct-hire or indirect-hire.

- Direct hire civilians include wage board and general schedule civil service employees and foreign nationals directly employed by the U.S. Government. People in special student and disadvantaged youth programs and those employed by the National Security Agency are included in Defense budget costs, but are generally excluded from the strength discussions and are excluded from statutory ceilings.

- Indirect hire civilians, are foreign nationals who are employed by the U.S. Government through foreign governments.

Among those DoD people not funded under the Defense budget, and thus not addressed in this chapter are:

- Civil Functions Personnel. This category includes military and civilian employees performing civil functions administered by DoD, including Corps of Engineer Civil Works and other smaller activities and programs. These people are funded under non-DoD budget functions.

- Nonappropriated Fund Personnel. These people are employees of self-sustaining military welfare and morale activities, such as post exchanges and clubs. They are paid from the receipts of these activities.

In addition to the people employed directly by DoD, others are engaged in defense-related work in private industry. The number of people working for defense contractors, shown in Table 2, is an approximation based on national economic analysis. Their cost is not considered a manpower cost, but rather a cost of the goods or services purchased by the government.

C. Cost Categories and Notes

1. Cost Categories

The manpower cost categories used in this chapter are listed below. Section E of this chapter presents detailed cost data in these categories.

a. Military Personnel Appropriations, one for each Service, fund all the active military pay, allowances, permanent change of station travel expenses and the cost of feeding military people (subsistence in kind) in military messes or in the form of field rations.

b. Defense Family Housing Appropriation funds the leasing, construction, and maintenance of family housing for military personnel. This appropriation includes funds for paying civilians. However, these costs are counted under another cost category, civilian costs, in this chapter. Thus the Defense Family Housing cost category excludes civilian costs to avoid double counting.

c. Military Retired Pay Appropriation funds the compensation of retired military personnel for previous service. The retired pay appropriation is a single appropriation for DoD and is not normally shown by Service. The amount funded in this appropriation depends on the retired military population, and, except in a very long-term context, is independent of the current force. The budget does not reflect future retirement costs for members of the current force.

d. Reserve and Guard Personnel Appropriations, one for each of the six Reserve Components, fund the reserve drills, active duty training, ROTC and the Health Profession Scholarship Program. These appropriations cover basically the same elements as the military personnel appropriations.

e. Civilian Costs. Unlike military personnel costs which are funded through separate appropriations accounts, civilian costs are spread among several accounts in accordance with the function being performed. The following table shows the percent of the FY 1978 DoD civilian costs contained in the functional appropriations.

Table 3
FY 1978 Civilian Costs by Appropriation (Percent)

<u>Appropriation Account</u>	<u>Percent of Civilian Costs</u>
Operations and Maintenance	85.6%
RDT&E	9.4%
Procurement	2.4%
Defense Family Housing	1.4%
Military Construction	1.0%
Other	0.2%
Total	100.0%

The civilian costs include both direct and indirect hires. Also included are the DoD contribution to retirement and health insurance and other benefits, such as education and training.

f. Personnel Support Costs. Personnel support costs are defined as the non-pay portions of the costs of the following functions:

- Individual Training
- Medical Support (including CHAMPUS)
- Recruiting and Examining
- Overseas Dependent Education
- Half of Base Operating Support
- Other Personnel Support

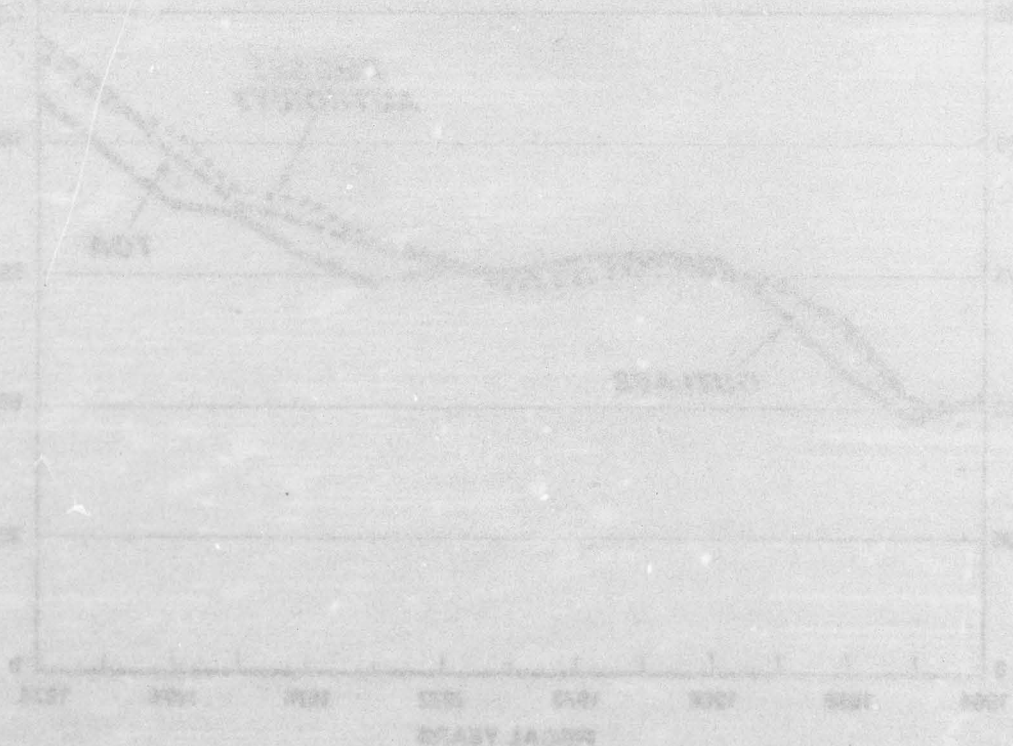
The direct personnel costs, including pay, are not included in personnel support costs, as they have already been included in the previously defined cost categories. Explanations of the personnel support costs for each of the above listed functions are presented in Section E.

Our definition of manpower costs is comprehensive, as the following examples in the Medical and BOS areas illustrate. For instance, in the medical area, all costs are included under our definition. The direct personnel costs of all military and civilians are included under the appropriate manpower categories, while the costs of CHAMPUS, military hospitals, and medical supplies are included under personnel support costs. With respect to base operating support (BOS), 70 percent of the costs are direct personnel costs (pay) and covered under the appropriate manpower categories. The remaining 30 percent is non-people costs such as utilities. It is estimated that 50% of

this portion of BOS costs is related to the support of people -- therefore 50% of the non-people portion is included in personnel support costs. Thus, 85% of total BOS costs are allocated to manpower (the 70 percent for direct costs, plus half of the 30 percent in nonpay costs).

In contrast to the other cost categories, which generally correspond to budget appropriations, and therefore provide an easy track to the budget, personnel support costs are derived from an analysis of the DoD program. For example, we learn from analysis that a portion of an Operations and Maintenance appropriation should be allocated to individual training, while another portion, paid from the same account at the same location, should be allocated to combat developments. The former is part of personnel support, the latter is not. As we continue to improve our accounting system (in particular, the Defense Planning and Programming Categories, or DPPC's), the activities included under personnel support will be subject to change.

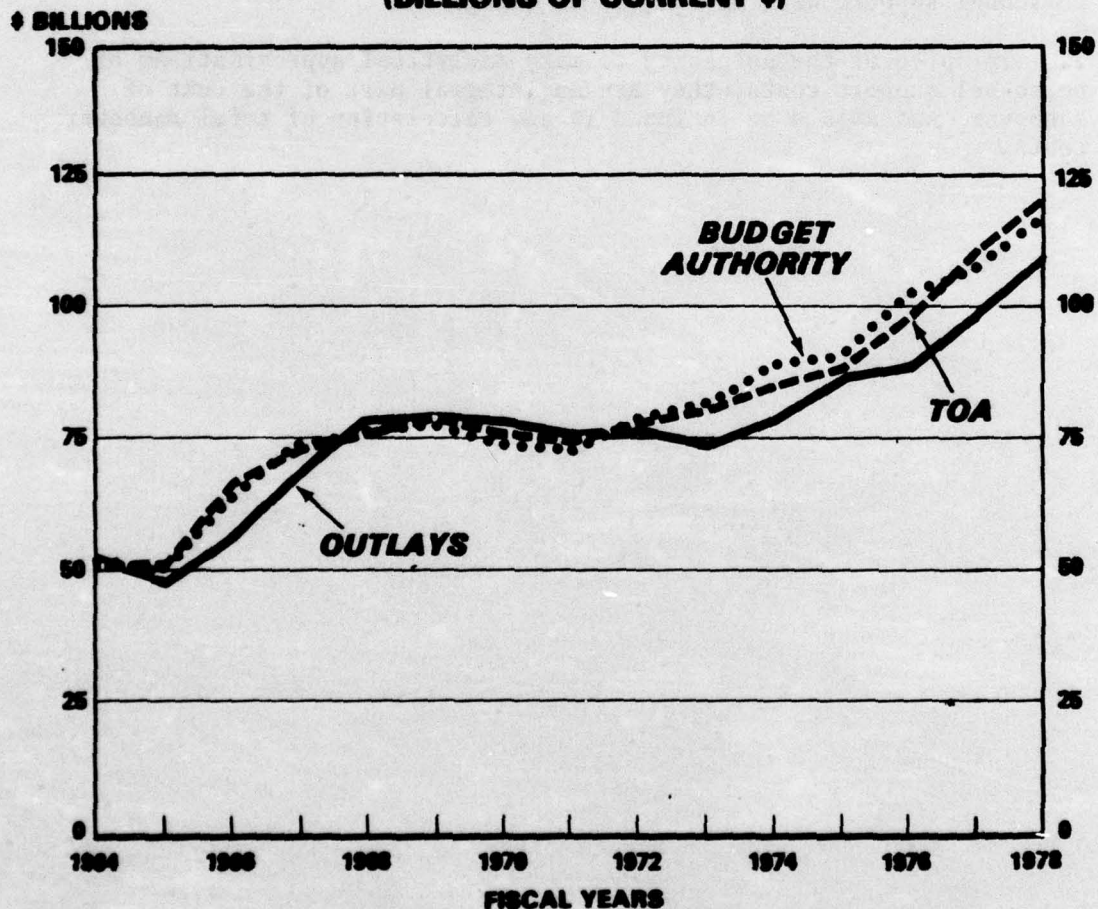
In spite of the necessity to make analytical approximations of personnel support costs, they are an integral part of the cost of manpower, and should be included in any calculation of total manpower costs.



2. Notes on Manpower Costs

Types of Cost. This report is primarily concerned with the part of the Defense budget directly identifiable as the cost of people. In general, costs in this chapter are presented in current dollar outlays (although summary tables which show Budget Authority (BA) and Total Obligational Authority (TOA) are also provided). Outlays are used since manpower costs tend to be spent in the year obligated and are nearly the same whether expressed in outlays, TOA, or BA. However, as shown in the following figure, the size of the total Defense budget in any year is different when expressed in terms of outlays, TOA or BA.

DEPARTMENT OF DEFENSE BUDGET TRENDS (BILLIONS OF CURRENT \$)



Treatment of FY 1978 Pay Raises. Contingency funds, listed as a proposed supplemental in the President's Budget, are included to cover expected military and civilian pay raises. In this report, these funds will be allocated to the appropriations where they are expected to be spent. The exception to this rule is in Section E, where the costs are in TOA, and the contingency funds are shown as a separate item to maintain comparability with the detail submitted in support of the President's FY 1978 budget.

D. Manpower Cost Trends

1. Overview

DoD manpower costs have risen from \$24 billion in the last pre-Vietnam year, FY 1964, to \$61 billion in the President's budget for FY 1978. As a percentage of total Defense outlays, manpower costs went from 47 percent in FY 1964 to a high of 61 percent in FY 1976. They are projected to go down to 56 percent in the proposed FY 1978 budget. The change in manpower costs over this period has had three distinct phases:

a. FY 1964-1968. Strength increased during the late 1960s because of the Vietnam war. The Defense budget rose sharply and manpower costs rose with the budget.

b. FY 1968-1976. During these years, there was an effort to restrain total Defense spending, while instituting an all-volunteer force. In spite of significant post-Vietnam reductions in both military and civilian strength, manpower costs climbed during this period. The key factors causing this climb included:

- large increases in the number of military personnel retiring (a result of the World War II and Korean expansions);
- inflation in the private sector;
- the military retired pay system which increased pay in excess of rises in the Consumer Price Index (CPI). This has since been corrected;
- comparability legislation in 1962 tying Civil Service pay levels to private sector pay levels;
- legislation in 1967 tying military pay raises to general schedule pay raises;

- FY 1972 increases in the pay of junior enlisted personnel (67 percent) and junior officers (9 percent) to make the pay for these grades more equitable and competitive; and

- increases in average civilian wage board pay above the average pay for that skill in the private sector.

c. FY 1976-1978. We are now experiencing a modest growth in manpower costs, largely due to inflation, while the rest of the Defense program is expanding in real terms. Thus, the percent of the budget spent on manpower is gradually decreasing, even though the number of people employed remains essentially level. The changes in the percentage result from efforts to curb unnecessary manpower expenditures, and to replenish war reserves and modernize weapons systems.

Table 4 shows the trends in manpower costs and the associated strengths from FY 1964 through the President's FY 1978 budget.

Table 4

DEFENSE MANPOWER COSTS 1/
(Outlays, \$ Billion)

	Actual														FY 78 President's Budget Request	
	FY 64	FY 65	FY 66	FY 67	FY 68	FY 69	FY 70	FY 71	FY 72	FY 73	FY 74	FY 75	FY 76	FY 77	FY 78	
Defense Outlays	50.8	47.1	55.2	68.3	78.0	78.7	77.9	75.5	76.0	73.8	78.4	86.0	88.5	98.3	109.7	
Manpower Outlays																
Military Personnel Appropriations	12.3	12.7	14.4	17.1	19.0	20.5	22.0	21.4	21.6	21.7	22.2	23.2	23.3	24.3	25.4	
Def. Family Housing Appropriation 2/	.5	.5	.6	.4	.4	.5	.5	.5	.5	.6	.7	.9	1.0	1.2	1.3	
Military Retired Pay Appropriation 3/	1.2	1.4	1.6	1.8	2.1	2.4	2.8	3.4	3.9	4.4	5.1	6.2	7.3	8.2	9.1	
Reserve and Guard Personnel Approps.	.7	.7	.8	.9	.9	.9	1.1	1.2	1.4	1.5	1.6	1.7	1.8	1.9	2.1	
Civilian Costs 4/	7.6	8.0	8.6	9.7	10.6	11.4	12.3	12.6	13.3	13.6	14.2	15.4	16.5	17.5	18.6	
Subtotal 5/	22.3	23.3	25.9	29.9	33.0	35.6	38.6	39.1	40.7	41.8	43.8	47.5	49.8	53.1	56.5	
Personnel Support Costs 6/	1.7	1.8	2.1	2.5	2.8	2.8	2.8	2.9	2.7	2.7	3.0	3.7	3.8	4.0	4.5	
Total Manpower Costs	24.0	25.1	28.0	32.4	35.8	38.4	41.4	41.9	43.5	44.5	46.8	51.2	53.6	57.2	61.0	
Percent of Defense Outlays	47	53	51	47	46	49	53	56	57	60	60	60	61	58	56	

End Strengths (000s)
Regular Employees

Active Military	2687	2655	3094	3377	3547	3460	3066	2714	2322	2252	2161	2127	2081	2088	2089	
Civilians 4/																
Direct Hire	1035	1025	1132	1277	1274	1276	1162	1094	1049	998	1015	989	960	948	943	
Indirect Hire	140	130	129	121	119	115	103	96	110	102	94	89	86	88	87	
Total	1176	1155	1261	1398	1393	1391	1265	1190	1159	1100	1109	1078	1046	1036	1031	
TOTAL	3863	3810	4355	4775	4940	4851	4331	3904	3481	3352	3270	3205	3127	3124	3120	

Others

Reserve Paid Drill 7/	953	932	969	983	922	960	987	978	925	919	925	896	828	826	839	
Retired	435	484	430	590	651	714	773	831	890	948	1012	1073	1132	1199	1244	

1/ Data exclude civil functions.

2/ Excludes civilian pay portion of this appropriation which is included under civilian costs.

3/ For those already retired. Future retirement costs for current members are not reflected in the budget.

4/ The cost of civilians is budgeted under the functional appropriations -- e.g., operations and maintenance, family housing, RDT&E. Often indirect hire civilians are excluded from manpower cost and strength data.

5/ Referred to last year as "payroll costs."

6/ Preliminary data for FY 77 and FY 78. Excludes the direct costs of military and civilian personnel, since they are accounted for separately. Includes costs of individual training, medical support, recruiting and examining, overseas dependent education, half of base operating support, and a miscellaneous category.

7/ Includes about 65,000 National Guard and Reserve technicians who are also counted as civilian employees.

2. Personnel Support Costs Trends

Table 5 provides details of personnel support costs trends from FY 1964 to FY 1978. These cost estimates, which exclude military and civilian pay, have changed slightly from past reports due to improved calculation methods.

Table 5
PERSONNEL SUPPORT COSTS TRENDS
(Outlays, \$ Billions)

	Actual														FY 78 President's Budget Request	
	FY 64	FY 65	FY 66	FY 67	FY 68	FY 69	FY 70	FY 71	FY 72	FY 73	FY 74	FY 75	FY 76	FY 77	FY 78	
Personnel Support 1/																
Individual Training	.7	.7	.7	1.0	1.2	1.2	1.2	1.0	.8	.7	.8	1.1	1.0	1.0	1.2	
Medical Support	.2	.2	.3	.4	.5	.5	.5	.6	.8	.8	.9	1.1	1.2	1.1	1.2	
Recruiting and Examining	-	-	-	-	-	-	-	.1	.1	.1	.2	.2	.1	.2	.3	
Overseas Dependent Education	-	-	-	-	-	-	.1	.1	.1	.1	.1	.1	.1	.1	.2	
Base Operating Support (50%) 2/	.8	.8	1.0	1.1	1.0	1.0	1.0	1.1	.9	.9	1.0	1.2	1.3	1.5	1.6	
Other Personnel Support 3/	-	-	-	-	-	-	-	-	-	.1	.1	-	.1	.1	.1	
TOTAL	1.7	1.8	2.1	2.5	2.8	2.8	2.8	2.9	2.7	2.7	3.0	3.7	3.8	4.0	4.5	

NOTE: Totals may not add due to rounding.

1/ The estimated non-payroll cost of supporting the people in the force. (Cost of people working in Personnel Support functions are not included here but under military and civilian manpower in Table 3.)

2/ It is estimated that 50% of the total nonpay costs is devoted to people versus mission-support costs.

3/ A miscellaneous category covering personnel administration, civilian education and development programs and other personnel activities.

3. Outlay, TOA, BA Comparisons

Table 6 shows the manpower cost trends as a percent of the Defense budget in Outlays, BA, and TOA. As can be seen from this table, the manpower costs are relatively stable regardless of the cost classification, but the manpower percent of defense can change significantly depending on which budget expenditure category is used.

Table 6
MANPOWER COST TRENDS SUMMARY
(\$ Billions)

	Actual														FY 78 President's Budget Request	
	FY 64	FY 65	FY 66	FY 67	FY 68	FY 69	FY 70	FY 71	FY 72	FY 73	FY 74	FY 75	FY 76	FY 77	FY 78	
<u>Outlays</u>																
Manpower	24.0	25.1	28.0	32.4	35.8	38.4	41.4	41.9	43.5	44.5	46.8	51.2	53.6	57.2	61.0	
Total Defense	50.8	47.1	55.2	68.3	78.0	78.7	77.9	75.5	76.0	73.8	78.4	86.0	88.5	98.3	109.7	
Percent of Defense	47	53	51	47	46	49	53	56	57	60	60	60	61	58	56	
<u>TOA</u>																
Manpower	23.9	25.2	29.1	32.8	36.1	38.3	41.2	41.9	43.7	45.6	47.9	51.2	54.5	57.5	61.3	
Total Defense	50.6	50.7	65.6	72.4	75.6	78.5	76.0	74.3	77.5	80.1	85.0	87.8	97.5	110.2	120.4	
Percent of Defense	47	50	44	45	48	49	54	56	56	57	56	58	56	52	51	
<u>BA</u>																
Manpower	23.7	25.1	29.2	33.0	36.2	38.3	41.2	41.9	43.6	45.7	47.9	51.4	54.4	57.4	61.2	
Total Defense	50.7	50.2	64.7	73.5	76.7	77.5	74.5	72.9	78.0	80.4	88.9	91.5	102.2	106.6	117.7	
Percent of Defense	47	50	45	45	47	49	55	57	56	57	54	56	53	54	52	

E. Detailed FY 1978 Manpower Costs

The costs in this section are derived from budget support detail submitted to Congress and, therefore, are stated in TOA. The pay raise contingency fund is provided as a separate item for each cost classification. Since these data are in TOA, they will not compare exactly with the cost data provided elsewhere in this chapter.

Table 7 provides a detailed breakout of FY 1978 manpower costs by component. Key elements, indexed in the margins of Table 7, are discussed in more detail following the table.

Table 7

FY 1978 MANPOWER COSTS BY COMPONENT*
(from Amended FY 78 President's Budget in TOA-\$M)

Index	COST CATEGORY	Army	Navy	Marine Corps	Air Force	Defense Agencies	DoD Wide	Total DoD	Index
Military Personnel Appropriations 1/									
(1)	Basic Pay	5,948	4,191	1,346	4,962			16,448	(1)
(2)	Basic Allowances - Quarters (BAQ)	661	520	137	597			1,915	(2)
(3)	Subsistence (Cash and In-Kind)	651	475	145	521			1,792	(3)
(4)	Bonuses	161	103	22	39			326	(4)
(5)	Other Pays	128	183	22	181			514	(5)
(6)	Other Allowances	321	189	67	235			810	(6)
(7)	FICA	348	244	79	288			959	(7)
(8)	PCS Travel	540	321	101	496			1,458	(8)
(9)	Cadet Pay and Allowances	23	23	-	23			69	(9)
(10)	Miscellaneous	9	4	3	16			32	(10)
	Subtotal	8,791	6,252	1,923	7,358			24,325	
	- Reimbursables (Pay and Allowances) 1/	-	-72	-	-117			-189	
	Direct Obligations	8,791	6,182	1,923	7,240			24,136	
(11)	Pay Raise Contingency	482	345	108	399			1,334	(11)
	TOTAL MILITARY PERSONNEL APPROPRIATIONS	9,273	6,528	2,031	7,639	-	-	25,471	
Reserve and Guard Personnel Appropriations									
	Basic Pay	1,049	116	53	299			1,517	
(12)	BAQ and Subsistence	105	11	8	35			159	(12)
(13)	Clothing and Travel	132	38	12	37			219	(13)
(14)	Other	50	20	5	33			108	(14)
	Direct Obligations	1,337	185	79	403			2,003	
	Pay Raise Contingency	74	10	4	23			112	
	TOTAL RES/GRD PERS. APPROP.	1,411	195	83	426	-	-	2,115	
(15)	Defense Family Housing Appropriation (nonpay)	-	-	-	-	-	1,162	1,162	(15)
(16)	Military Retired Pay Appropriation	-	-	-	-	-	9,056	9,056	(16)
Civilian Costs 2/3/									
(17)	Salaries	5,499	4,940		4,142	1,339	257	16,129	(17)
(18)	Health and Life Insurance	163	148		124	40	8	483	(18)
(19)	Retired Pay (DoD Contribution)	381	346		290	94	18	1,129	(19)
	Direct Obligations	5,994	5,434		4,557	1,473	283	17,742	
	Pay Raise Contingency	271	307		227	71	17	893	
	TOTAL CIVILIAN COSTS 2/ 3/	6,265	5,741	-	4,784	1,545	300	18,635	
	SUBTOTAL	16,949	12,464	2,114	12,849	1,545	10,518	56,439	
Personnel Support Costs 2/									
(20)	Individual Training	552	509		268	5		1,333	(20)
(21)	Medical Support	263	171		203	614		1,249	(21)
(22)	Recruiting and Examining	152	89		20	0		262	(22)
(23)	Overseas Dependent Education	0	0		0	156		159	(23)
(24)	Base Operating Support (50%)	693	270		723	27		1,711	(24)
(25)	Other Personnel Support	28	67		21	0		115	(25)
	Total Personnel Support Costs 2/	1,689	1,107	-	1,234	802	-	4,829	
	TOTAL MANPOWER COSTS 2/	18,638	13,571	2,114	14,083	2,347	10,518	61,268	

*Totals may not add due to rounding.

1/ The Navy and Air Force cost accounting systems include the reimbursable costs in the pay and allowance totals (Items (1) through (7)).

2/ Navy civilian costs and personnel support costs are Department of Navy totals including Marine Corps.

3/ Defense-wide totals include the costs of civilians employed under the Defense Family Housing, Military Court of Appeals, Civil Defense, and Military Assistance Accounts.

1. Basic Pay (\$16,448 million TOA) is the only element of compensation received in cash by every military member. It ranges in FY 1977 from \$4,493/year for a new recruit to \$47,500/year for a four-star officer. The amount of basic pay any member receives is a function of his pay grade and length of military service. For this reason, the total value of basic pay is controlled by total number of people in uniform and their grade and length of service distribution.

2. Basic Allowance - Quarters (BAQ). (\$1,915 million TOA) is paid to military members who do not occupy government housing, or when the government housing occupied is declared inadequate. In addition to the overall strength, BAQ is a function of the force grade distribution and dependency status and of the numbers and condition of units of government housing. The range of BAQ in FY 1977 is from \$886/year for an E-1 with no dependents to \$4,457/year for a flag/general officer with dependents.

3. Subsistence (\$1,792 million TOA) represents both the cost of feeding military personnel in military messes and cash payments to military members in lieu of food, called Basic Allowance for Subsistence (BAS). In FY 1977 all officers are entitled to cash allowances of \$667/year. Enlisted members receive "subsistence in kind" in military messes or in the form of field rations. Enlisted members are paid a cash allowance of \$2.99 per day when a mess is not available. They receive \$2.65 per day, or \$967 annually when on leave or authorized to mess separately, which is the most common form of BAS. When assigned to duty under emergency conditions where no U.S. messing facilities are available, the rate is \$3.97 per day. This BAS rate, however, is rarely used. In addition to varying with strength, subsistence costs vary with the number of people assigned to locations where no mess is available, and with general food prices.

4. Bonuses (\$326 million TOA) include both Enlistment Bonuses and Reenlistment Bonuses.

a. Enlistment Bonus (\$75 million TOA) is paid as an incentive to enlist people in shortage skills. Currently, Army and Marine Corps personnel enlisting in combat and some combat support skills receive this incentive. The maximum enlistment bonus allowed by law is \$3,000, but the actual level is a function of supply and demand in the national youth labor market. For FY 1978 the maximum programmed is \$2,500. This program is under the Armed Forces Enlisted Personnel Bonus Revision Act (PL 93-277), which expires in June 1977. Congressional action to extend or make bonus authority permanent is being requested.

b. Reenlistment Bonus (\$251 million TOA) includes Selective Reenlistment Bonus, Regular Reenlistment Bonus (saved-pay), and Variable Reenlistment Bonus obligated installment payments. All personnel who were on active duty on the effective date (June 1, 1974) of PL 93-277, receive the regular bonus up to a cumulative total of \$2,000 over a 20-year period. PL 93-277 limited the payment of reenlistment bonuses to

critical skills with chronic and sustained shortages. This law replaced the Regular and Variable Reenlistment Bonuses with the Selective Reenlistment Bonus (SRB). The SRB is given only to qualified people reenlisting in a critical and shortage skill during the first ten years of active military service. Most skills receive no SRB. The current maximum SRB level is \$15,000 for nuclear skills, with a \$12,000 maximum for other critical skills. The SRB concept is intended to apply the economic laws of supply and demand to the career manpower requirements of the Services on a skill-by-skill basis. As PL 93-277 expires in June 1977, Congressional action to continue the SRB bonus authority is being requested.

5. Other Pays (\$514 million TOA) include Incentive, Special and Proficiency pay.

a. Incentive Pay (\$270 million TOA) includes payments made to personnel engaged in hazardous duty, such as flying, submarine duty, flight deck duty, and parachute jumping. Payments are influenced by the grade distribution, as well as by the number of qualifying personnel. Although incentive pay varies with the strength of special populations, it does not vary directly with total strength.

b. Special Pays (\$206 million TOA) are paid to medical and nuclear qualified officers to continue on active duty. Sea duty pay, paid to enlisted members at sea, is also a special pay.

c. Proficiency Pay (\$38 million TOA) is authorized for enlisted personnel in critical undermanned skill areas, and for those in special requirements. These payments are, in effect, additional incentives to attract and retain people. In accordance with the intent of Congress, proficiency pay has been sharply curtailed in favor of the use of the Selective Reenlistment Bonus.

6. Other Allowances (\$810 million TOA) include uniform allowances, separation payments, station allowances, and family separation allowances.

a. Uniform Allowances (\$302 million TOA) include the cost of providing uniforms to enlisted members entering active duty, and to Reserve officers and ROTC graduates upon commissioning. Also included in these allowances are the costs of uniform maintenance for enlisted personnel with more than six months of active service.

b. Separation Payments (\$285 million TOA) are paid to four groups of people who are leaving the Services: (1) members with unused leave accrued for which they receive lump sum terminal leave payments; (2) members separated for physical disability reasons; (3) officers separated for reasons of unfitness or failure of promotion; or (4) reserve members involuntarily released from active duty after completing at least five years continuous active duty. The largest component in terms of cost among these four groups is lump sum terminal

leave. The value of this component is influenced by the rate of basic pay and the number of days of unused leave. In conjunction with the FY 1977 budget the President proposed and Congress enacted a law (PL 94-361) which limits to 60 days the total terminal leave in a career for which an individual can be paid, and prohibits quarters or subsistence payments for any leave accrued after 31 August 1976.

c. Overseas Station Allowances (\$192 million TOA) are payments made to certain military personnel serving outside the continental United States to reimburse them for increased cost of living in the areas designated. These separate allowances take the form of per diem for cost of living, housing, and temporary lodging. The rates vary by geographical location and by the availability of commissary and post exchange facilities.

d. Family Separation Allowances (\$31 million TOA) of \$30/month are paid to military members who are serving at duty stations apart from their dependents to reimburse for added expenses incident to such separation. A member with dependents assigned to a station where dependents are not allowed, on board a ship away from home port for a continuous period of more than 30 days, or ordered to temporary duty away from his permanent station for more than 30 days is entitled to receive the family separation allowance.

7. FICA Contributions (\$959 million TOA) are those payments made for Old Age, Survivors, and Disability Insurance (Social Security) by the Defense Department as the employer of military personnel. Payments are influenced by the levels of basic pay and the Social Security tax rates established by law.

8. PCS Travel (\$1,458 million TOA) is the cost of moving people and their households when they enter the service, move for training, leave the service, are reassigned to a new duty station, or are part of a unit movement to a new duty location. The following table shows detailed PCS cost by type and Service for FY 1978.

Table 8
FY 1978 Permanent Change of Station (PCS) Costs
(\$Millions-TOA)

	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	<u>DoD</u>
Accession travel	73	42	18	36	169
Training travel	32	26	4	19	81
Operational travel	34	56	9	64	163
Rotational travel	290	132	51	281	754
Separation travel	83	47	17	74	221
Travel of Organization	10	14	2	3	29
Non Temporary Storage	18	7	1	22	48
Reimbursables	7	-	1	-	8
<u>Total Obligations</u>	<u>547</u>	<u>324</u>	<u>103</u>	<u>499</u>	<u>1,472</u>
<u>Less Reimbursements</u>	<u>-7</u>	<u>-3</u>	<u>-1</u>	<u>-3</u>	<u>-14</u>
<u>Total Direct Obligations</u>	<u>540</u>	<u>321</u>	<u>101</u>	<u>496</u>	<u>1,458</u>

Note: Details may not add to totals due to rounding.

9. Cadet Pay and Allowances (\$69 million TOA) includes the pay and allowances of those attending the Military Academy, the Naval Academy, and the Air Force Academy.

10. Miscellaneous Costs (\$32 million TOA) include savings deposit interest, death gratuities, apprehension of deserters and missing-in-action expenses.

a. Savings Deposit Interest (\$3 million TOA) is paid at a rate of 10% per annum on special savings deposits made by military members serving outside the U.S. or its possessions. This savings program has terminated except for members in a missing status.

b. Death Gratuities (\$10 million TOA) are paid to beneficiaries of military personnel who die on active duty. The cost of these payments varies with the age distribution of the force and levels of hostilities as well as with overall strength.

c. Apprehension of Deserters (\$4 million TOA) covers the costs of finding and returning military deserters to military control.

d. Missing in Action (\$15 million TOA) includes pay and allowances paid to beneficiaries of those who remain listed as missing-in-action.

11. Pay Raise Contingency Funds (\$2,359 million TOA total, \$1,334 million for active military, \$20 million for retired military personnel, \$112 million for Reserve/Guard, and \$893 million for civilians) listed as a proposed supplemental in the President's budget are included to cover expected FY 1978 military and civilian pay raises.

12. BAQ and Subsistence for reserve components total \$159 million TOA (\$81 million for BAQ and \$78 million for subsistence). BAQ was described under item 2 and subsistence under item 3 in this section.

13. Clothing and Travel for reserve components total (\$219 million TOA, (\$89 million for clothing and \$130 for travel). Clothing includes both cash allowances and in-kind clothing issued to recruits. Travel includes the cost of travel and transportation of persons in the Reserve Personnel Appropriations.

14. Other Reserve/Guard Military Personnel Costs (\$108 million TOA) includes special, incentive, and other pays, Government FICA payments, monthly student stipends (ROTC, Armed Forces Health Scholarships and Platoon Leader Class), and Death Gratuities.

15. Defense Family Housing Appropriation (Non-Pay) (\$1,162 million TOA) funds leasing, construction, and maintenance of family housing for military personnel. The appropriation includes funds for paying civilians, which are counted in this report under civilian costs. To avoid double counting, this civilian pay has been excluded from the Defense Family Housing cost category.

16. Military Retired Pay Appropriation (\$9,056 million TOA, including \$20 million for pay raise contingency) funds the compensation of retired military personnel for previous service. The retired pay appropriation is a single appropriation for DoD and is not normally shown by service. This appropriation depends on the retired military population, and is independent of the current force. It is an item peculiar to DoD; no other government agency shows retirement costs in this format.

17. Salaries (\$16,129 million TOA) are the direct monetary compensation paid to civilian employees including basic pay, overtime, incentive and special pays.

18. Health and Life Insurance (\$483 million TOA) includes the government share of the DoD Civilian Health and Life Insurance programs. This currently amounts to about 60% of the health program costs and 33% of the life insurance program.

19. Retired Pay (DoD Contribution) (\$1,129 million TOA) is the DoD contribution, as employer, to the Civil Service retirement fund. This is currently 7% of the civilian salaries.

20. Individual Training (\$1,333 million TOA) includes all the non-pay parts of individual training, including recruit training, flight training, professional training, service academies, and other training of individuals (rather than units).

21. Medical Support (\$1,249 million TOA) includes the non-pay parts of medical support including CHAMPUS (Civilian Health and Medical Program of the Uniformed Services), military hospitals and some research and development activities.

22. Recruiting and Examining (\$262 million TOA) is the non-pay part of recruiting and examining (including advertising).

23. Overseas Dependent Education (\$159 million TOA) includes the non-pay part of this program.

24. Base Operating Support (50%) (\$1,711 million TOA) includes half of the non-pay part of Base Operating Support (BOS) for Mission Support and Central Support Forces. The 50% factor is an estimate of the portion of non-pay BOS costs related to the support of people. As described previously much more than half of the BOS costs is allocated to manpower. About 70% of total BOS costs is in direct manpower costs, and half of the remaining 30% in non-pay costs is included under personnel support costs. Thus, 85% of BOS costs are allocated to manpower.

25. Other Personnel Support Cost (\$115 million TOA) is a miscellaneous category covering the non-pay part of personnel administration, civilian education and development programs and other personnel activities.

F. Current GS and Military Pay Rates

The General Schedule and military pay rates as of 1 October 1976 are in Tables 9 and 10. These tables do not include the pay raise scheduled for October 1977.

Table 10

MONTHLY BASIC PAY EFFECTIVE 1 OCTOBER 1976

PAY GRADE	YEARS OF SERVICE											26		
	UNDER 2	2	3	4	6	8	10	12	14	16	18		20	22
COMMISSIONED OFFICERS														
O-10	2943.98	3047.40	3047.40	3047.40	3047.40	3164.10	3164.10	3486.00	3486.00	3658.40	3658.40	3894.60	3894.60	4137.30 ^a
O-9	2609.18	2677.00	2734.50	2734.50	2734.50	2804.10	2804.10	2928.20	2928.20	3164.10	3164.10	3406.00	3406.00	3658.40
O-8	2363.18	2431.00	2491.00	2491.00	2491.00	2677.00	2677.00	2804.10	2804.10	2928.20	2928.20	3164.10	3164.10	3406.00
O-7	1943.50	2097.30	2097.30	2097.30	2097.30	2198.90	2198.90	2310.40	2310.40	2431.00	2431.00	2677.00	2677.00	2928.20
O-6	1455.30	1599.30	1599.30	1599.30	1599.30	1703.40	1703.40	1783.40	1783.40	1861.30	1861.30	2097.30	2097.30	2310.40
O-5	1164.00	1367.10	1367.10	1367.10	1367.10	1461.30	1461.30	1508.00	1508.00	1586.40	1586.40	1671.30	1671.30	1783.40
O-4	901.30	1194.30	1274.70	1274.70	1297.00	1355.70	1355.70	1447.80	1447.80	1524.00	1524.00	1608.90	1608.90	1685.40
O-3	912.00	1019.40	1089.60	1205.70	1263.30	1300.90	1379.10	1447.80	1447.80	1524.00	1524.00	1608.90	1608.90	1685.40
O-2	795.00	868.50	868.50	868.50	868.50	918.70	918.70	968.70	968.70	1028.70	1028.70	1088.70	1088.70	1148.70
O-1	698.00	718.50	718.50	718.50	718.50	768.50	768.50	818.50	818.50	868.50	868.50	918.50	918.50	968.50
COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE SERVICE AS ENLISTED MEMBERS														
O-3	8.00	8.00	8.00	1205.70	1263.30	1300.90	1379.10	1447.80	1506.00	1506.00	1506.00	1506.00	1506.00	1506.00
O-2	8.00	8.00	8.00	1078.20	1108.70	1135.50	1194.30	1240.50	1274.70	1274.70	1274.70	1274.70	1274.70	1274.70
O-1	8.00	8.00	8.00	868.50	927.30	961.00	996.60	1031.40	1070.20	1070.20	1070.20	1070.20	1070.20	1070.20
WARRANT OFFICERS														
W-4	928.00	996.60	996.60	1019.40	1065.90	1112.70	1159.20	1240.50	1297.00	1343.70	1379.10	1424.70	1472.10	1506.00
W-3	844.50	916.20	916.20	927.30	930.40	1007.10	1065.90	1100.70	1135.50	1169.40	1205.70	1252.20	1297.00	1343.70
W-2	739.50	799.00	799.00	823.20	868.50	916.20	950.70	985.20	1019.40	1055.10	1089.60	1124.10	1169.40	1199.40
W-1	616.20	706.50	706.50	765.30	799.80	834.50	868.50	904.20	938.40	973.20	1007.10	1043.10	1083.10	1123.10
ENLISTED MEMBERS														
E-9	8.00	8.00	8.00	8.00	8.00	8.00	8.00	1055.40	1079.40	1104.00	1129.50	1154.10	1176.90	1199.00
E-8	618.30	667.20	692.10	716.10	741.00	764.10	780.40	813.30	849.90	873.90	898.50	918.70	938.40	958.40
E-7	534.00	582.30	606.60	631.00	655.50	679.00	704.40	741.00	764.10	780.40	800.70	818.70	838.40	858.40
E-6	468.00	516.30	534.90	558.30	584.00	610.90	638.00	667.20	694.00	719.00	744.00	769.00	794.00	819.00
E-5	458.00	475.00	503.70	531.00	564.30	594.00	624.00	654.00	684.00	714.00	744.00	774.00	804.00	834.00
E-4	433.20	457.20	475.50	494.00	494.00	494.00	494.00	564.30	564.30	564.30	564.30	564.30	564.30	564.30
E-3	417.30	417.30	417.30	417.30	417.30	417.30	417.30	417.30	417.30	417.30	417.30	417.30	417.30	417.30
E-2	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40
E-1	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40

While serving as Chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Naval Operations, Chief of Staff of the Air Force, or Commandant of the Marine Corps, basic pay for this grade is \$4,565.10 regardless of cumulative years of service (See * below)

*Between 1 October 1976 and 1 March 1977, basic pay was limited to \$3,300.00 by Level V of the Executive Schedule. Effective 1 March 1977, basic pay is limited to \$3,958.20 by Level V of the Executive Schedule.

Highest Enlisted Rank. While serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy, Chief Master Sergeant of the Air Force, or Sergeant Major of the Marine Corps, basic pay for this grade is \$1,652.10 regardless of cumulative years of service.

Monthly Basic Allowance for Quarters Rates

Pay Grade	Without Dependents		With Dependents
	Full Rate ¹	Partial Rate ²	
O-10	\$297.00	\$29.40	\$371.40
O-9	297.00	29.40	371.40
O-8	297.00	29.40	371.40
O-7	297.00	29.40	371.40
O-6	268.80	22.80	327.90
O-5	249.30	19.20	300.30
O-4	222.90	15.30	269.10
O-3	196.80	12.90	242.70
O-2	171.30	10.20	216.90
O-1	133.80	7.50	174.30

Warrant Officers

W-4	\$215.10	\$14.70	\$259.50
W-3	192.60	12.00	237.30
W-2	168.30	9.30	213.60
W-1	152.10	8.10	197.10

Enlisted Members

E-9	\$162.60	\$10.80	\$228.60
E-8	150.30	8.70	212.40
E-7	128.40	6.90	198.30
E-6	117.00	5.70	183.00
E-5	112.50	4.80	168.30
E-4	99.30	4.50	147.90
E-3	88.50	4.50	128.40
E-2	78.30	4.20	128.40
E-1	73.80	3.90	128.40

Basic Allowance for Subsistence Rates

Officers:	\$55.61 per month
Enlisted Members:	
When on leave or authorized to mess separately:	\$ 2.65 per day
When rations in-kind are not available:	\$ 2.99 per day
When assigned to duty under emergency conditions where no messing facilities of the United States are available:	\$3.97 per day

¹ Payment of the full rate of basic allowance for quarters at these rates for members of the uniformed services to personnel without dependents is authorized by 37 U.S.C. 403 and Part IV of Executive Order 11157, as amended.

² Payment of the partial rate of basic allowance for quarters at these rates to members of the uniformed services without dependents who, under 37 U.S.C. 403(b) or 403(c), are not entitled to the full rate of basic allowance for quarters, is authorized by 37 U.S.C. 1009(d) and Part IV of Executive Order 11157, as amended.

G. Budget Proposals

The FY 1978 President's Budget assumes implementation of several proposals which would change DoD pay practices. These proposals are designed to reduce costs and correct certain anomalies that exist in the present pay system.

1. Cost-Saving Legislative Proposals

The budget assumed that legislation will be enacted permitting cost savings in three areas. If the legislation is not enacted, additional funds will be required for Defense. The legislative proposals are:

a. Cadet and Midshipmen Pay -- Service academy cadets and midshipmen currently receive one-half the pay of officers in pay grade O-1 with less than two years service. The Department is again proposing legislation which would provide a more appropriate compensation level for cadets and midshipmen. The proposed level of pay will also apply to Senior ROTC cadets and midshipmen while attending field training or practice cruises. The FY 1978 budget was reduced by 4.5 million based on the assumption that midshipman and cadet pay will not be increased in FY 1978.

b. Dual Compensation for Federal Employees Who are Reservists -- The Department is again proposing legislation to end dual compensation for federal employees who are also reservists. Our proposal would adopt the practice of paying the military salary plus the differential between the military and civilian salaries, if the civilian salary is higher. This follows the most common practice of civilian firms, which is to make up the loss in salary occasioned by the reserve duty of their employees. The FY 1978 DoD budget was reduced by \$30 million based on this initiative.

c. Wage Board Reform -- The budget assumes reform of the federal wage system for blue collar employees. Three elements of the proposed reform are of special interest to the Department. The first would allow matching of the average federal wage to the average local prevailing wage, instead of matching the local wage to Step 2 of the federal system, then paying most federal blue collar workers, who are at Step 4 or Step 5, up to 12 percent more. Second, the proposal would repeal the Monroney Amendment, which requires the Government in certain cases to pay wage board employees much more than their local counterparts, because wage rates in some communities are based upon the higher rates "imported" from a large urban area. Third, it would eliminate the uniform night shift differential pay rate, which requires the government to pay more than competitive wages in favor of night shift differentials which are established locally. As a result of the requested reform the Defense Budget has been reduced \$167 million in FY 1978.

2. Accrual Budgeting for Retirement (Legislation Proposal).

The FY 1978 budget suggests that the manner in which the Department of Defense will budget for military retirement liabilities should be changed. Because of the complexity of the changes, it was proposed that the new system begin with the FY 1979 budget. Under this proposal, the full cost of future defense retirement payments for currently active military personnel would be charged to the Department of Defense. These estimates would reflect the anticipated pay and price increases, which influence the size of military retired pay. Outlays for currently retired military and civilian personnel would not be shown in the defense budget.

In order to strengthen Federal retirement systems, new "dynamic" assumptions are being studied by the Civil Service Commission. The new assumptions should account for the changes in the retirement funds needed because of the economic factors such as inflation and real pay growth. The Civil Service Commission study, scheduled to be completed in early 1977, will be used in preparing retirement accrual proposals for both the military and Civil Service retirement systems.

3. Military Pay Raise Reallocation (No legislation needed).

Military personnel either are furnished housing directly from the government or are provided a cash allowance when quarters are not furnished. To redress imbalances in the military quarters allowance system, the Administration last year reallocated 25 percent of the October 1976 military basic pay raise into basic allowance for quarters (BAQ) and authorized a partial BAQ payment to certain bachelor personnel living in government quarters. Estimated budget savings from this FY 1977 action are about \$74 million in FY 1977 and \$89 million in FY 1978. We have budgeted for a 25 percent reallocation of the 1978 basic pay increase for all military personnel to BAQ. Estimated FY 1978 budget savings from this reallocation are \$100 million.

CHAPTER XVI

WOMEN IN THE MILITARY

The Department of Defense program for increasing the number of women in the military and increasing the number of career fields open to them assists in obtaining qualified military personnel in an all-volunteer environment and supports the national policy of providing women the same opportunity as men within existing law. The DoD has revised personnel policies in the areas of assignment, utilization, promotion, and benefits and is well advanced towards its goal of guaranteeing equal opportunity and treatment for women.

A. Numbers of Women in the Military

Expansion of military women's programs began in the Department of Defense in Fiscal Year 1973. The following table compares actual FY 1976-1979 and planned FY 1977-1978 figures to that base year (detail does not add to totals due to rounding).

<u>Women in the Military</u> (End Strength in Thousands)					
	<u>FY 73</u> <u>Actual</u>	<u>FY 76</u> <u>Actual</u>	<u>FY 79</u> <u>Actual</u>	<u>FY 77</u> <u>Planned</u>	<u>FY 78</u> <u>Planned</u>
<u>Army</u>					
Active Military	20.7	48.7	49.7	51.9	54.4
National Guard	0.5	10.3	11.1	15.6	20.1
Reserve	2.5	18.4	19.3	31.6	36.8
<u>Navy</u>					
Active Military	12.5	22.8	22.8	23.8	25.0
Reserve	1.6	2.9	2.9	3.0	3.0
<u>Marine Corps</u>					
Active Military	2.3	3.4	3.5	3.9	4.2
Reserve	0.1	0.5	0.5	0.6	0.8
<u>Air Force</u>					
Active Military	19.8	34.2	35.7	40.0	45.9
National Guard	1.0	4.3	4.6	5.4	6.6
Reserve	1.3	3.8	4.1	4.4	5.0
<u>DoD</u>					
Active Military	55.3	109.1	111.7	119.6	129.5
Reserve Components	7.0	40.1	42.5	60.6	72.2
Total	<u>62.3</u>	<u>149.2</u>	<u>154.2</u>	<u>180.2</u>	<u>201.6</u>
<u>Percent of Strength</u>					
Active Forces	2.5	5.2	5.4	5.7	6.2
Reserve Components	0.8	4.9	5.1	7.2	8.2

Women will comprise approximately 6.2% of the active force and 8.2% of the reserve forces, by end-FY 1978. Formal goals have not been established beyond that time.

B. Career Opportunities for Women

Although over 90% of the career fields in the military are now open to women, current law, and Service policies based on interpretation of the law, preclude women from serving in combat and combat-related positions. This assignment restriction affects the utilization of women in the Military Services.

The rapid increase in the number of women in the Services has not been accomplished without problems. The integration of women into non-traditional career fields has sometimes been difficult because of engrained social attitudes among both men and women. Some women have underachieved or even failed in the Services because of lack of self confidence, negative peer pressures, and paternalistic treatment.

The entrance of women into new job skills has required the Services to reassess the physical demands of work. To provide for more efficient input and use of manpower in all occupational areas, the Services have determined that they must develop precise physical standards for jobs, develop methods of assessing an individual's ability to meet the physical standards of a particular job, and develop realistic physical performance standards for training courses. Finally it is necessary to insure that recruiters provide full information to women regarding the physical demands and discomforts of various jobs.

C. Accession of Women Officers

The Department accomplished in FY 1976 two major actions to provide increased opportunities for women to compete for officer commissions.

1. Military Service Academies

The first women entered the military service academies in June 1976. A total of 357 women entered the three academies. A few minor changes have been made in the physical training programs to accommodate physiological differences between men and women. Other than that the women accomplish the same education and training program as the men. They will meet the same standards and requirements for graduation.

No major problems have occurred as a result of the integration of women into the academies. The women cadets and midshipmen have adapted well to the rigorous program at the academies. Sports programs for women have been established at each academy, and the women have competed in intercollegiate athletics. The women are performing as well as the men in academics.

The following table displays male and female attrition rates for each academy up to October 1976. The overall attrition rate for women has not been significantly higher during this period than for men.

Service Academies, Class of 1980

	<u>USMA</u>		<u>USNA</u>		<u>USAFA</u>		<u>TOTAL</u>	
	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>
Entrants (Jul 76)	1,388	119	1,210	81	1,436	157	4,034	357
Losses (Oct 76)	185	22	78	7	147	10	410	39
% Losses	13.3%	18.5%	6.4%	8.6%	10.2%	6.4%	10.2%	10.9%

2. Reserve Officer Training Corps (ROTC)

The total number of women enrolled in the ROTC program increased almost 50% from FY 1975 to FY 1976. During that same period the number of two and four year scholarships awarded to women almost doubled. Additional increases in the number of women in ROTC and the number of scholarships for women are programmed for FY 1977, as shown in the table below.

Reserve Officer Training Corps Students

	<u>Male</u>			<u>Female</u>			<u>Percent Female</u>		
	<u>FY 75</u>	<u>FY 76</u>	<u>FY 77</u>	<u>FY 75</u>	<u>FY 76</u>	<u>FY 77</u>	<u>FY 75</u>	<u>FY 76</u>	<u>FY 77</u>
Enrollment									
Army	34,757	40,653	44,555	6,354	9,324	11,838	15.5	18.7	21.0
Navy/USMC	7,100	7,945	7,967	282	288	390	3.8	3.5	4.7
Air Force	16,850	14,897	13,492	2,246	2,419	3,087	11.8	14.0	18.6
Total	58,707	63,495	66,014	8,882	12,031	15,315	13.1	15.9	18.9
Scholarships									
Army	6,380	6,168	5,983	120	332	517	1.8	5.1	8.0
Navy/USMC	5,412	5,935	5,707	70	65	134	1.3	1.1	2.3
Air Force	5,851	4,894	3,894	75	121	343	1.2	2.4	8.1
Total	17,643	16,997	15,584	265	518	994	1.5	3.0	6.0

D. Equality For Military Women

The Department of Defense actively opposes arbitrary discrimination based on sex, race, color, religion, age, or national origin. All DoD components are required to follow this policy when developing their own operating policies and programs at all levels of activity. Restrictions on total utilization of women in active and reserve organizations exist because of the statutory exclusion of women from combat. However, the Department is continually reviewing its programs to insure that the women are utilized as effectively as possible within current law. The increased number of women in the Services is a result of this emphasis on expanding the utilization of women. Some of the most significant actions of each Service to increase opportunities and equality for women are as follows:

Army

- Qualifications for enlistment have been equalized for men and women, except for valid and justifiable differences in some mental and educational standards. The minimum age for the enlistment of women was changed from 18 to 17, effective April 1, 1976. The minimum entry age is now the same for men and women.

- Enlisted women may serve in 356 (92%) of the Army's 389 Military Occupational Specialties (MOS). Direct combat or close combat support jobs are closed to women.

- The overseas tour length for men and women was equalized effective January 1, 1976. Women bachelors no longer serve shorter overseas tours than men.

- WAC officers are now selected for command positions for which they are eligible by Department of the Army Selection Boards under the same criteria as male officers. Women are still excluded from the command of combat units.

- WAC officers are fully participating members of school, command selection, and promotion boards, and they are no longer restricted to the evaluation of women only.

- Current training policies are being reviewed to assure that initial training provides women the basic soldier skills they will need. The Army will conduct a field test of a newly-developed program of instruction applicable to the basic initial entry training of both enlisted men and enlisted women.

- ROTC is replacing the WAC Direct Commission Program as the Army's major source of women line officers. Women ROTC cadets participate in advanced field training with men. Women cadets also participate in the ROTC flight program.

- At the high school level, 35,378 female students were enrolled in Junior ROTC during FY 1976. The Junior ROTC program seeks to promote good citizenship and to develop the leadership capabilities of participants.

- WAC officer candidates have attended integrated Officer Candidate School at Fort Benning, Georgia, beginning in November 1976. Men and women officer candidates undergo a common training program with a few modifications to accommodate physiological differences. Women formerly attended separate orientation and officer candidate courses at Fort McClellan, Alabama.

Navy

- The consolidated training program for enlisted men and women at the Naval Recruit Training Command, Orlando, Florida, provides all recruits with the same academic and professional orientation to Navy life.

- Navy enlisted women are integrated into 87 of 102 career fields. They are assigned to shore duty, tugs, and small harbor craft. Enlisted women continue to work in traditional jobs, performing administrative and medical duties. They also work as engine mechanics, electricians, interior communications specialists, and other skills in nontraditional fields.

- There is no separate organizational structure for Navy women. Navy women officers and enlisted women are integrated into the Navy personnel structure and are subject to the same chain of command, standards of performance, and disciplinary requirements as their male counterparts.

- The first woman line officer was promoted to flag rank in 1976.

Marines

- Women Marines serve on an interchangeable basis with male Marines in non-combatant occupational fields. They may be assigned to any billet commensurate with their physical capabilities, except that by law women cannot be assigned to duty in aircraft while such aircraft are engaged in combat missions, nor to duty on combat vessels of the Navy. Women are eligible for assignment to all occupational fields except those within the infantry, artillery, tank and aircraft pilot fields. However, there are numerical limitations within each field to allow for proper rotation of male personnel.

- Women are assigned to every Marine Corps air and ground command in the United States. Women Marines serve overseas in foreign countries such as Italy, Germany, Belgium, England, Japan, Okinawa, and the Philippines.

- A program has been established which permits women to be assigned to rear echelon billets in divisions, aircraft wings, force service regiments, and force troops headquarters located in the United States.

Air Force

- The Air Force initiated in 1972 a program to triple the number of women in the Air Force by the end of FY 1978 from the 16,000 assigned in 1972.

- Women are assigned to all Air Force career fields except those which are combat-related. Women have been assigned to almost all specialties including the traditional male fields of aircraft and motor vehicle maintenance.

- The enrollment of women in Air Force ROTC has more than tripled (to over 3,000) since the Air Force opened the program to college women in 1970.

- Air Force Junior ROTC enrollment of women has more than doubled (to over 9,400) since it was opened to high school girls in 1972.

- The Air Force Officer Training School graduated 58 women in FY 1976 and 24 in FY 1977, and 178 women are programmed to graduate in FY 1978.

- The Air Force has equalized age requirements, mental standards, and educational standards for the enlistment of men and women.

- Women are considered on the same basis as men for all overseas and CONUS assignments where suitable housing exists. Ninety-five percent of all short-tour requirements may be filled by women.

- A new management system has eliminated separate command of enlisted women and has integrated women fully into the organization to which they are assigned.

- The Air Force began in August 1976, a test program to train and utilize women pilots and navigators in non-combat aircraft. Twenty women will attend pilot training and six will attend navigator training in FY 1977. Participants include active duty, Air Force Reserve, and Air National Guard women.

- The Air Force began in October 1976 a test program to train and utilize enlisted women as security specialists. In FY 1977, one hundred twenty women will attend security training, including the Air Base Defense Course.

- The Air Force women recruitment plan to be effective at the beginning of FY 1979 will be designed to be responsive both to the availability of qualified women and to Air Force requirements. It will be based on an analysis of resource and opportunity factors for women for each job specialty and will include an annual review procedure to assure that procurement objectives for women reflect current trends in society.

CHAPTER XVII

MANPOWER DATA STRUCTURE

This chapter provides the current status of Department of Defense efforts to improve the structure and consistency of the Defense Planning and Programming Categories (DPPC) used in this report to present manpower requirements. It also includes an audit trail of changes to the DPPC which have been implemented since publication of the Defense Manpower Requirements Report for FY 1977.

A. Defense Planning and Programming Category Improvements

The activities and results discussed in the following paragraphs are responsive to Senate Armed Services Committee requirement for improvement in DPPC definitions as discussed in committee reports on the FY 1975 and FY 1976 authorization requests. In reporting on FY 1977 authorizations, the Committee made a further statement that efforts to improve the definitions of manpower categories in the Defense Manpower Requirements Report should be continued. A project to develop DPPC improvements was initiated in April 1975. A progress report ^{1/} was submitted to the Congress in October 1975. An interim status update on the project was also included in the Defense Manpower Requirements Report for FY 1977, submitted in February 1976. This section summarizes the results of the DPPC improvement effort up to this time and discusses plans for future activity.

1. Background

a. Objectives and Approach. In developing DPPC improvements, the overall Department of Defense (DoD) objectives have been to make the planning categories a more effective tool for determination, display, and justification of manpower requirements as well as to facilitate communication within DoD and between DoD and the Congress. The Department recognizes that there have been problems in the way manpower requirements are arrayed. Because the DPPC are made up of the same program element (PE) building blocks as the Five Year Defense Program (FYDP) and Defense Budget, the underlying data structure has had to serve a wide variety of users, both within and outside of the Department of Defense. In attempting to satisfy the various and sometimes conflicting needs of these users, the structure has, over the years, developed inconsistencies that carry over into the DPPC. As a result, the use of the DPPC for analysis of manpower requirements has been complicated by differences in the treatment of resources within and among the Military Services and Defense Agencies.

^{1/} US Department of Defense, Improvements in the Defense Manpower Requirements Report and the Defense Planning and Programming Categories: A Progress Report (Washington, D.C.: Department of Defense, October 1975).

Three alternative approaches to DPPC improvements were considered initially:

- Revision of the DPPC structure by changing the number, grouping, and titles, and the PE content of DPPC. Redefinition of individual PEs was not an option under this alternative.
- Revision of the PE structure and definitions by redefining the content and relationships of program elements.
- Development of a non-PE-based structure for the array of manpower requirements.

Evaluation of these alternatives clearly favored revision of the PE structure and definitions, although it was recognized that the impact on management procedures and data systems could be substantial. Without PE modifications, the alternative of DPPC revision would provide little improvement in the consistency and unit/mission orientation of resource arrays. The third alternative, a non-PE-based structure for manpower as an addition to existing FYDP/DPPC arrays, would have created a need to develop and maintain a new major system and crosswalk capability. A non-PE based system would also lead to problems in relating manpower requirements to dollars in the Defense management structure.

The decision was to retain the PE as the base for the manpower data structure. This decision required the Department to improve the internal consistency and logic of the PE structure prior to adjusting the DPPC array. There was also a need to link capabilities, units, and missions to manpower and costs on a more systematic basis.

Because of the sheer magnitude of the effort that a review of the FYDP structure would involve, and also because of the need for stability in that structure, a decision was made to study selected areas of the DPPC and to develop changes on a phased, incremental basis. The following general guidelines and objectives focus the effort:

- A primary unit/mission orientation for the PE
- Reliance on substructure/subsystems for detail such as:
 - Function
 - Individual units
 - Location
 - Skill

- Uniform PE/DPPC definitions
 - Within structure
 - Across services
- Logical coding structure

b. Major Areas of Concentration. The table below shows the major areas which have been addressed in the course of the DPPC improvement project. A check mark in the "completed" column indicates that recommendations have been incorporated in an approved program change decision which either has been or is scheduled to be included in an update of the Five Year Defense Program. The remaining areas are either undergoing evaluation by the Defense and Service staffs or are still under review and analysis by the study team. All of the areas shown will be discussed in further detail in the paragraphs which follow.

MAJOR AREAS OF CONCENTRATION

AREA	UNDERGOING		COMPLETED [✓]
	REVIEW/ANALYSIS	STAFF EVAL	
PE/UNIT RELATIONSHIPS			✓
JOINT HQ/COMMAND			✓
TRAINING, MEDICAL & OTHER PERSONNEL ACTVS			✓
BASE OPERATIONS			
DIVISION AUGMENTATIONS -- ARMY INITIATIVE			✓
COMMISSARY			✓
OTHER		✓	
RESERVE/ACTIVE MATCH		✓	
TELECOMMUNICATIONS		✓	
INTELLIGENCE		✓	
RESEARCH AND DEVELOPMENT		✓	
INDIVIDUALS	✓		
LOGISTICS		✓	
SUPPORT TO OTHER NATIONS	✓		
OVERALL DPPC STRUCTURE	✓		

✓ ACTION COMPLETED; RECOMMENDED CHANGES INCLUDED OR SCHEDULED TO BE INCLUDED IN A FYDP UPDATE

2. Results to Date

Last year's Manpower Requirements Report indicated that most of the PE and associated DPPC changes resulting from this improvement effort were expected to be approved before publication of this year's report. This did not occur. The complexity of most of the changes being considered and the need to insure full consideration of the impact of changes on all affected activities necessarily slowed the approval process. However, the changes with respect to the Medical and Personnel portion of major Defense Program 8 (Training, Medical and Other Personnel Activities) and the commissary activity within the base operations area have been approved and are reflected in the resource arrays included in this report. A complete audit trail for these changes is provided later in this chapter. Implementation plans for the remaining changes are covered in the discussion which follows:

a. Program Element/Unit Relationships. The review of PE/unit relationships addressed the way that the program element structure was being applied in the individual units of each Service. This evaluation was discussed extensively in the progress report submitted in October 1975 and again in last year's Manpower Requirements Report. The basic objective of this task was to identify means of increasing the numbers of units with manpower accounted for in only one program element. This would facilitate the direct rollup of unit manpower authorizations into program elements in the FYDP (and thus simplify manpower accounting) and improve the connection between planning categories and units in the field. Practical considerations prevent achieving a 100% application of a single PE per unit. Staff activities within the Office of the Secretary of Defense and the Services need management visibility of weapon system, functional, and financial detail through the PE structure. Achieving this detail sometimes requires more than one PE per unit. Additionally, widespread structural changes would have been necessary to obtain a 100% match. Nevertheless, a number of program element definitions were changed to reduce multiple PEs in units. Most of these redefinitions were included in the training, medical and other personnel activities change discussed in subparagraph c below.

Even though it was found necessary to retain multiple PEs in some units, it is the Department's intent to improve manpower resource visibility by reducing multiple PEs within units to the minimum practical and by stressing PE discipline within Service manpower accounting systems.

b. Management Headquarters/Command. There were major difficulties in the way manpower resources were being reported and accounted for in management headquarters units and the Command DPPC. Although the management headquarters of the DoD were specifically defined and identified by DoD directive, there was no set of program elements which defined these organizations. Identification of management headquarters manpower through the PE structure was not possible. Management headquarters

units, or parts of these units, were to be found in almost every DPPC. Management headquarters were distinctly different from the Command DPPC despite a tendency to consider them to be synonymous. Army Management headquarters units, for example, constituted only about 35% of the Army Command DPPC. The remaining 65% of the Command DPPC consisted of centralized support activities, such as personnel and finance centers, long-range planning, programming and budgeting functions, and activities involved in the management and distribution of resources.

To correct these problems, a new set of program elements has been established to account for management headquarters units, and the DPPC structure is to be changed as illustrated in the following figure.

MANAGEMENT HEADQUARTERS — DPPC CHANGES

<u>CURRENT</u>	<u>CHANGE</u>
MISSION SUPPORT FORCES	MISSION SUPPORT FORCES
RESERVE COMPONENTS SUPPORT	
BASE OPERATING SUPPORT	BASE OPERATING SUPPORT
FORCE SUPPORT TRAINING	FORCE SUPPORT TRAINING
COMMAND	MANAGEMENT HEADQUARTERS
	MGT HQ — SERVICE SUPPORT
	MGT HQ — AGENCIES AND UNIFIED COMMANDS
CENTRAL SUPPORT FORCES	CENTRAL SUPPORT FORCES
BASE OPERATING SUPPORT	BASE OPERATING SUPPORT
MEDICAL SUPPORT	MEDICAL SUPPORT
PERSONNEL SUPPORT	PERSONNEL SUPPORT
INDIVIDUAL TRAINING	INDIVIDUAL TRAINING
COMMAND	CENTRALIZED SUPPORT ACTIVITIES
	MANAGEMENT HEADQUARTERS
	MGT HQ — SERVICE SUPPORT
	MGT HQ — AGENCIES AND INTERNATIONAL
LOGISTICS	LOGISTICS
FEDERAL AGENCY SUPPORT	FEDERAL AGENCY SUPPORT

These changes will permit discrete identification of management headquarters units through the program element structure and also will correct or eliminate cross-Service inconsistencies in the reporting of these headquarters units. Management headquarters will be identifiable in the DPPC structure, and there will be agreement between Service headquarters numbers in the Manpower Requirements Report and in budget justification books submitted to the Congress. Centralized Support Activities will be identified separately as a sub-category of Central Support Forces. Despite extensive internal structural changes, the overall proportional shift of manpower resources among the major DPPCs is not particularly great, as shown in the table below:

MANAGEMENT HEADQUARTERS/COMPOND
PROPORTIONAL IMPACT OF REALIGNMENT ON MAJOR DPPC^{1/}

DPPC	ARMY				NAVY				MARINE CORPS				AIR FORCE			
	Baseline		Realigned		Baseline		Realigned		Baseline		Realigned		Baseline		Realigned	
	Mil	Civ	Mil	Civ	Mil	Civ	Mil	Civ	Mil	Civ	Mil	Civ	Mil	Civ	Mil	Civ
STRATEGIC FORCES	0.1	0.1	0.1	0.1	4.0	0.7	4.0	0.7	-	-	-	-	13.7	2.0	14.0	2.9
GENERAL PURPOSE FORCES	60.3	11.9	60.5	11.8	46.9	1.9	47.9	1.8	57.2	-	57.2	-	21.2	11.4	21.2	11.4
AUXILIARY FORCES	3.3	7.7	3.2	7.3	5.3	14.6	5.1	14.2	1.0	-	1.0	-	11.5	12.2	11.0	11.4
MISSION SUPPORT FORCES	5.3	27.1	3.7	25.0	11.9	10.1	10.6	10.0	10.9	55.8	10.9	55.8	26.2	26.7	25.1	25.8
CENTRAL SUPPORT FORCES	15.1	53.2	16.6	55.0	15.1	72.7	15.6	73.3	11.1	44.2	11.0	44.2	16.9	46.9	16.1	46.4
INDIVIDUALS	16.0	-	16.0	-	16.0	-	16.0	-	19.0	-	19.0	-	10.5	-	10.5	-
TOTALS	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

^{1/} Based on FY 77 trial application

NOTE: Detail may not add to totals due to rounding.

Implementation of this change within DoD will occur in April 1977, and the revised structure will be used in the Manpower Requirements Report for FY 1979.

c. Training, Medical and Other Personnel Activities (Program 8). The training, medical and other personnel activities package establishes a standard, uniform PE structure and definitions for the major elements of Major Defense Program 8. The initial increment addressed the non-training elements of the program and has been implemented in this year's budget. The more complex training changes have been approved for implementation within DoD in April 1977, and will be included in the Manpower Report for FY 1979.

Manpower resources which are treated differently by the various Services can be placed on a comparable basis in both the PE and DPPC structures by instituting standard program element definitions and structure. The training change focused on resolving long-standing inconsistencies among the Training Report, Manpower Requirements Report, and Budget. The change to be implemented in 1977 did provide a single

training structure -- readily relatable to the budget -- which will be used for ~~both~~ Training and Manpower Reports. Key features of this new training structure are as follows:

- Consistent cross-service definitions of recruit training, officer acquisition training, specialized skill training, flight training, and professional development education.
- Accommodation of both conventional recruit training and integrated recruit and enlisted initial skill training (such as Army one-station unit training).
- Standard treatment of service academies by including preparatory schools and displaying academy base operating support separately for all services.
- Transfer from the Individual Training DPPC of non-individual training resources associated with combat developments, support of unit training, and base operating support.
- Transfer to a new program element entitled Training Support to Units in the Force Support Training DPPC of resources associated with field training teams and nonresident instruction.
- Transfer into the Individual Training DPPC of individual training activities and their related resources now found in other programs.
- Consistent treatment by all Services of training base operating support resources.

d. Base Operating Support. Two completed structural changes have been made in the Base Operating Support category. The Army initiated an action involving augmentation manpower for Army divisions, which was evaluated and modified in conjunction with the DPPC study. This Army action involves a shift of support resources from the Division Forces category to Mission Support Forces to provide for correct identification of these resources within the DPPC structure. The manpower in table of distribution and allowances (TDA) augmentations to Army divisions performs base operating support functions rather than combat missions. This change will be implemented within DoD in May 1977.

The second action establishes standard, consistent PE definitions for commissary operations within all Services. All commissary resources are now included in the Base Operating Support category within Central Support Forces. The impact of this change is shown in the audit trails provided later in this chapter.

3. Future Plans

a. General Approach for Remaining Areas. Other areas are being revised to increase the consistency and uniformity of manpower

resources arrays. Various alternatives for base operations manpower are being evaluated, and the final structure will provide uniform definitions and consistent identification of base operating support resources within the program element structure. The "reserve-active match" is being changed to provide parallel treatment of active and Selected Reserve manpower within the DPPC structure. Telecommunications, Intelligence, and Research and Development packages are designed to focus on a precise and consistent definition of DPPC content. New definitions of "individuals" were promulgated in the Program 8 change addressed earlier, but an effort to improve the consistency of Service applications of these definitions is continuing. In the logistics area the emphasis is on developing specific PE and DPPC definitions to increase uniformity of application among the Services. The review of "Support to Other Nations" is focusing on the consistency of assignment of Major Defense Program 10 resources within the DPPC structure. Final decisions relative to most outstanding issues in these areas will be made within the next few months, and internal application within DoD will be accomplished by the Spring of this year.

Incremental changes were recommended throughout this effort after careful consideration of the impact on the overall DPPC structure. The emphasis has been on consistent category content among the Services, the specification of standard, explicit narrative definitions for categories, and more descriptive titles. The changes are intended to promote improved understanding of the relationship of manpower requirements to the missions, units, and functions represented within each DPPC.

An overall set of DPPC definitions which will control the content of each category will be published. These definitions will promote stability, consistency, and resource visibility by specifying the general unit and functional makeup of each DPPC.

b. Anticipated Benefits. Manpower is a key Department of Defense resource. An effective accounting structure to support determination and presentation of manpower requirements is essential. The effect of these changes in the DPPC and their underlying PE structure will be a significant improvement in the DoD manpower accounting structure. Some specific benefits are as follows:

- Improved clarity and accuracy of published program element definitions.
- Logical assignment of program elements within the DPPC structure.
- Visibility of manpower in major emphasis areas, such as training and management headquarters.
- Consistent assignment of manpower to categories, both within and among Services.

- Increased stability of the DPPC structure in the future as a result of institutionalizing procedures for assignment of program elements to the DPPC.

- Insight into similarities and differences in the way Services and Defense Agencies account for and program manpower requirements.

Considerable progress has been made. More progress will occur in the near future. The results support both internal DoD management needs and Congressional requirements. The Department of Defense understands fully the Congress' need for stability and consistency in the definitions of manpower categories as an aid to the review of manpower requirements. All category changes which have or which will occur because of this effort have been evaluated to insure that the resultant management benefits outweigh problems caused by implementation. The Armed Services Committee staffs will continue to be informed of plans and progress, and crosswalks from current to proposed category definitions and historical audit trails will be provided as necessary.

B. Relationship of Defense Planning and Programming Categories to Major Defense Programs

The Defense Planning and Programming Categories (DPPC) are derived from the same program elements as the Five Year Defense Program (FYDP). The two management structures are simply alternative groupings of the same resource elements. The ten Major Defense Programs which comprise the FYDP are the basic financial and manpower resource management array for the Department. The DPPC structure is used for presentation of manpower requirements to the Congress in this report.

The following chart illustrates the way program element building blocks are used in these two arrays. Each of the ten Major Defense Programs includes all program elements with resources that are specifically identified and measurable to that program. This includes both mission elements, such as bomber squadrons, divisions, or maintenance depots, as well as sustaining elements like base operations. The DPPC, on the other hand, group elements into cross-sections related to direct force application (Strategic and General Purpose Forces) and maintenance of force readiness (Auxiliary, Mission Support and Central Support Forces, and Individuals). Thus, the Strategic Forces DPPC includes strategic aircraft resources from both Program 1 (Strategic) and 5 (Guard and Reserve) as well as strategic control elements from Program 3 (Intelligence and Communications) and strategic aircraft research and development project elements from Program 6. Base operations elements for Program 1 are collected in the Mission Support Forces DPPC along with those from other programs. Both methods of looking at Defense resources have their advantages and disadvantages and the aggregation used is dependent on the particular needs of the manager.

PROGRAM ELEMENTS: THE BUILDING BLOCKS

DEFENSE PLANNING AND PROGRAMMING CATEGORIES	MAJOR DEFENSE PROGRAMS									
	1 STRATEGIC	2 GENERAL PURPOSE	3 INTELL & COMINT	4 AIRLIFT/ SEALIFT	5 GUARD & RESERVE	6 RESEARCH & DEVELOP	7 CENTRAL SUPPLY & MAINT	8 TRAINING MEDICAL & OTHER	9 ADMIN & ASSOCIATED	10 SPT OF OTHER MATTERS
STRATEGIC FORCES	STRAT AIRCRAFT STRAT MISSILE SUB. CTRL. COMB NAVY & USMC CYBER DEFENSE		NAV. MIL. COMB. SYS		STRAT AIRCRAFT STRAT MISSILE	STRAT ACT PROJ STRAT DEF PROJ COMBAT/INTL PROJ SURV & SIGINT PROJ				
GENERAL PURPOSE FORCES		DIVISION FORCES THEATER FORCES TACTICAL AIRCRAFT TAC AIR CONTRO NAVAL FORCES	TAC AIR CONTRO AEROSPACE RESCUE	TACTICAL AIRLIFT STRATEGIC AIRLIFT SEALIFT TRAFFIC MGMT	DIVISION FORCES THEATER FORCES TACTICAL AIRCRAFT TAC AIR CONTRO NAVAL FORCES AIRLIFT (TAC & STRAT) SEALIFT	DIVISION FCS PROJ TAC ACT PROJ TAC AIR CONTRO NAVAL FCS PROJ NAVAL FCS PROJ				
AUXILIARY FORCES			INTELLIGENCE COMMUNICATIONS SECURITY		INTELLIGENCE COMMUNICATIONS SECURITY	RESEARCH PROJECTS EXPLOR DEV PROJ ADVANCED DEV PROJ TWO DEV PROJECTS MANAGEMENT	EASTERN TEST RANGE			DATA INFRASTRUCTURE MANAGEMENT/DEVELOP MILITARY ASSISTANCE
MISSION SUPPORT FORCES	BASE OPERATIONS BASE COMB COMBAT TRAINING COMBAND	BASE OPERATIONS BASE COMB COMBAT TRAINING COMBAND	BASE OPERATIONS BASE COMB AIR TRAFFIC CTRL COMBAND	BASE OPERATIONS BASE COMB COMBAT TRAINING COMBAND	BASE OPERATIONS BASE COMB COMBAT TRAINING COMBAND HQB BASE UNITS					INTERNATIONAL HQ
CENTRAL SUPPORT FORCES		BASE OPERATIONS AERIAL BOMB LOGISTIC SUPPORT	BASE OPERATIONS BASE COMB COMBAT/INTL INVESTIGATION INTELLIGENCE		BASE OPERATIONS MEDICAL RECRUITING TRAINING COMBAND LOGISTICS	RESEARCH PROJECTS MEDICAL PROJECTS MALPOWER PROJECTS	BASE OPERATIONS BASE COMB CENTRAL SUPPLY CENTRAL MAINT OTHER LOG SPT	BASE OPERATIONS BASE COMB MEDICAL RECRUITING EDUCATION & TRNG COMBAND	BASE OPERATIONS BASE COMB PUBLIC AFFAIRS OFFICE ADMIN FED ASST SPT	
INTERNATIONALS	COMB THE STUDENTS	COMB THE STUDENTS		COMB THE STUDENTS	RECRUIT THE STUDENTS			TRADESMEN PATIENTS PROGRAMS TRAINING STUDENTS CAPTIVS		

PROGRAM ELEMENT GROUPINGS

C. Changes to the Defense Planning and Programming Categories

Categorization of manpower into the proper DPPC has improved in the past year by several relatively minor transfers among the existing data structure. A brief discussion of the rationale for transfers between categories is presented below. An audit trail follows, showing the current category of each activity transferred, and the manpower involved. Although the reasons for most shifts are immediately apparent, a few merit further explanation.

1. Medical and Other Personnel Activities (Program 8). The first portion of the Program 8 restructure has been implemented in the FY 1978 President's Budget. This change:

a. shifts Army medical headquarters to the Command (Central Support Forces) DPPC;

b. transfers personnel processing activities in the Air Force to the Personnel Support DPPC;

c. assigns personnel awaiting separation to the newly retitled "Patients, Prisoners and Holdees" DPPC;

d. reduces inconsistencies between Services in arraying recruiters, prisoners, demonstration teams, bands, and honor guards;

e. realigns the Marine Corps Institute, assigning the non-resident training portion to Individual Training and the ceremonial portion to Personnel Support;

f. realigns certain BOS resources associated with the training function;

g. assigns Air Force drug/alcohol and human relations training resources to Personnel Support; transfers associated students to the Students and Trainees DPPC; and

h. assigns civilian interns to the Personnel Support DPPC.

2. Commissaries. This change achieves cross-service consistency in the array of commissary resources by transferring them to the Base Operating Support (Central Support Forces) category.

3. Reclassification of Units. The Army has corrected the program element assignment of certain military units causing, in some cases, a shift of manpower between DPPC. Details are found in the introduction to Section C of the Army chapter.

4. Communications Security Units. The Army has transferred communications security units associated with tactical forces from Centrally Managed Communications to Land Forces. This transfer is consistent with the assignment of tactical communications units.

5. Military Construction Personnel. Previously, the Army categorized some of the military construction personnel assigned to the Corps of Engineers Middle East Division in the "Support to Other Nations" DPPC. The remainder were accounted for in the Logistic DPPC (PE 91211--Military Construction Planning and Design). This action will provide for consistent accounting of all military construction personnel in the Middle East Division.

6. Postal/Courier Detachments. The Air Force inactivated its Postal and Courier Service in FY 1977. Overseas detachments have been reassigned to the overseas commands and are thus categorized in the Mission Support Forces DPPC.

7. Aerial Refueling. Air National Guard KC-97 squadrons are shifted to Strategic Offensive Forces for consistency with active Air Force resources.

Military		Civilian	
FY76	FY77	FY76	FY77
FY78	FY78	FY78	FY78

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Activity	From	To	Military			Civilian		
			FY76	FY77	FY78	FY76	FY77	FY78
<u>Marine Corps</u>								
Prisoners								
Recruiters								
Marine Barracks								
Personnel Awaiting Separation								
Training Activities Base Ops								
Marine Corps Institute								
Commissary Personnel								
	Land Forces	Patients, Prisoners, Holdees	0.2	0.2	0.2			
	Land Forces (0.2),							
	Res Comp Spt (0.2)	Personnel Support	0.4	0.4	0.4			
	Various	Personnel Support	0.6	0.6	0.6			
	Transients	Patients, Prisoners, Holdees	2.7	2.7	2.7			
	Individual Training	Base Op Spt (CSF)				2.0	2.0	2.0
	Command (CSF)	Individual Training	0.2	0.2	0.2			
	Base Op Spt (MSF)(0.5)	Base Op Spt (CSF)						
	Indiv Trng (0.1)	Base Op Spt (CSF)	*	*	*	0.6	0.6	0.6
<u>Air Force</u>								
Personnel Processing Activities	Individual Training	Personnel Support	0.3	0.3	0.3	0.1	0.1	0.1
Band/Honor Guard	Command (CSF)	Personnel Support	0.4	0.4	0.4			
Drug/Alcohol Education	Medical Support	Personnel Support	0.7	0.6	0.4	0.1	0.1	0.1
Retraining Students	Medical Spt (0.1),							
	Pers Spt (0.3)	Students & Trainees	0.4	0.4	0.4			
Human Relations Education	Individual Training	Personnel Support	0.3	0.3	0.3	0.1	0.1	0.1
Commissary Personnel	Base Op Spt (MSF)	Base Op Spt (CSF)	-	-	0.6	-	-	6.6
EC-97 Squadrons (AWC) 1/	Tactical Air Forces	Strategic Offensive Forces	-	-	-	-	-	0.4
Postal/Courier Dets	Command (CSF)	Base Op Spt (MSF)	-	-	0.7	-	-	0.1
Base Education Pers	Various	Individual Training	-	-	0.3	-	-	0.3

1/ EC-97 squadrons are inactivated in FY 1978.

*Fewer than 50 spaces.